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ABSTRACT

The 1988 National Survey of Postsecondary Faculty surveyed 7,408 full- and part-time regular faculty, department chairpersons, and institutional representatives of 480 nonproprietary accredited U.S. institutions of higher education granting a two-year or higher degree. The survey, conducted between December 1987 and October 1988, examined demographic characteristics, workload, compensation, retirement plans, and job satisfaction. Major findings included: the typical full-time faculty member is a white middle-aged male with tenure; racial/ethnic minorities comprised only about 10% of the full-time faculty, and women only 27%; the average full-time faculty member reported working a total of 53 hours per week for an annual income of about $49,000; a high percentage of full-time faculty were satisfied with such job dimensions as academic freedom, colleagues, and job security; fewer were satisfied with their salaries, institutional authority and leadership. On most issues higher percentages of part-time rather than full-time faculty indicated satisfaction though part-time faculty were less satisfied with benefits, job security, and opportunity for advancement. Plans to retire or otherwise leave their job within 3 years of the survey were reported by nearly one-fourth of full-time and one-third of part-time faculty. Appendixes provide technical notes, standard error tables, and the survey questionnaire. (DB)

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NATIONAL CENTER FOR EDUCATION STATISTICS

Survey Report March 1990

1988 National Survey
of Postsecondary Faculty (NSOPF–88)

Faculty in Higher Education Institutions, 1988

Contractor Report

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March 1990

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Foreword

Instructional faculty in colleges and universities have a crucial role in our society. They are teachers, researchers, and resource persons. They affect higher education's public service function. They make a significant contribution to the Nation's technological advances. For this reason, it is little wonder that there are many national, State, and institutional-level issues surrounding this unique population. Yet, very little is known about them. Very few recent national studies have been conducted to collect data beyond the total counts and average salaries of full-time faculty.

To fill the information gap, the National Center for Education Statistics (NCES) in the Office of Educational Research and Improvement of the U. S. Department of Education established a faculty study in 1987. The first cycle of the study, completed in 1988, collected data on faculty and faculty issues from three sources: institutional academic officers, department chairs, and faculty members. The study is to be repeated once every four years; the next is scheduled for 1991-92.

This report is one in a series of publications on faculty to be released by NCES. It is based on data provided by faculty themselves, with special focus on demographic characteristics, workload, compensation, retirement plans, and job satisfaction.

We hope that the report will stimulate discussions on faculty issues. We also hope it will encourage further in-depth analyses of the data provided by this study.

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We are very appreciative of the significant contribution provided by Mary Hancock, who had major project responsibilities during the data collection, data processing, and early analysis programming activities. We also are grateful for the ongoing support and guidance provided by our project supervisor at SRI, Marian Stearns.

Katherine Moore and James Fairweather of the Center for the Study of Higher Education at Penn State University served as successive leaders of the CSHE subcontract team. Their contributions, and those of their colleagues Robert Hendrickson, William Coombs, and S. V. Martorana, were invaluable throughout the project, but especially on study design and analysis issues.

Also, we wish to thank the members of our advisory committee, whose knowledge of and various perspectives on the study issues contributed importantly to both the richness of the study and its relevance to the higher education community. Finally, our gratitude is extended to the thousands of individuals who participated in the study, including institutional coordinators, administrators, department chairpersons, and faculty members. Clearly, the study could not have been completed without their cooperation.

Highlights

Faculty Characteristics

- The mean age of full-time faculty at higher education institutions was 47 years and that of part-time faculty was 44 years.

- Across all institutions of higher education, whites accounted for 89 percent of full-time faculty and 90 percent of part-time faculty. Asians comprised 4 percent of the full-time faculty, blacks 3 percent, Hispanics 2 percent, and American Indians 1 percent. Minorities accounted for similar proportions of part-time faculty.

- Men made up 73 percent of full-time faculty and 56 percent of part-time faculty. Among full-time faculty, research universities had a significantly higher percentage of men (80 percent), whereas public two-year institutions had a significantly lower percentage (62 percent).

- Sixty percent of full-time faculty were tenured, and another 22 percent were on tenure track.

Compensation

- The average base salary for full-time faculty during the 1987 calendar year was $39,439. The average total income--base salary, other institutional income, consulting, and other outside income--was $48,701. For part-time faculty, the average base salary was $6,829, and the average total income was $33,841, including income from other (perhaps full-time) employment.

- Forty-two percent of the full-time faculty earned some income from consulting and averaged $7,886 per year in consulting income. Twenty-eight percent of the full-time faculty had other kinds of outside income averaging $8,412 from these sources.

- Among full-time faculty, those in private research universities had the highest average total income ($74,732). Faculty in public research universities also had higher than average total income ($58,309). Those in public comprehensive, public two-year, and, liberal arts institutions had lower than average total incomes, earning $42,965, $38,539, and $32,740, respectively.

- In four-year institutions, full-time faculty's average base salary was $41,540. Faculty in health sciences and engineering averaged significantly higher base salaries--$56,328 and $45,387, respectively. Full-time faculty in fine arts, education, humanities, and social sciences had significantly lower base salaries, averaging between $33,534 and $37,209.

- Among full-time faculty, women received less income from all sources than their male counterparts. For example, compared to men, women received 25 percent less base salary ($42,322 versus $31,755) and 32 percent less total income ($53,318 versus $36,398).

Workload

- During the 1987 fall term, full-time faculty averaged 46 hours per week at the academic institution, 4 hours per week on other paid activities, and 3 hours per week providing unpaid professional services--a total of 53 hours per week. The average total workload for full-time male faculty was 53 hours per week, compared to 50 for women.

- Part-time faculty averaged 14 hours per week at the academic institution being surveyed, 27 hours per week on other paid activities, and 2 hours per week on unpaid professional services, for a total of 43 hours per week.

- Full-time faculty in public and private research and public doctoral institutions put in higher than average hours at their institution (49 to 52 hours per week). Those in two-year colleges averaged 40 hours per week, less than at any of the four-year schools.

Time Allocation

- On average, full-time faculty spent 56 percent of their time on teaching activities and about 15 percent each on research, administration, and other activities. Part-time faculty spent 59 percent of their time on teaching activities, about 4 percent each on research and administration, and 34 percent on other activities (including other jobs).

- Among full-time faculty, those in research and doctoral institutions spent less time on teaching activities (39 to 47 percent) and more time on research (22 to 30 percent) than the faculty as a whole. In contrast, full-time faculty in public two-year colleges spent 71 percent of their time on teaching activities and only 3 percent on research.

- Full-time faculty in four-year institutions spent an average of 52 percent of their time in teaching activities. Those in health sciences spent considerably less time on teaching (34 percent), while those in education and humanities spent more of their time on teaching (58 and 61 percent, respectively).

Job Satisfaction

- Full-time faculty tended to be quite well satisfied on such dimensions as their academic freedom, their colleagues, job security, benefits,

workload, institutional mission, and their job overall. They tended to be only moderately satisfied on such issues as the quality of their undergraduate students, departmental leadership, and institutional and departmental cooperation; and they tended to be not very satisfied with their salary, institutional authority and leadership, and the amount and quality of support that they received to help them do their work.

- As might be expected, part-time faculty were less satisfied than full-time faculty with benefits, job security, and opportunity for advancement.

- Among full-time faculty, those at public comprehensive institutions stood out as the least likely to be satisfied on a variety of issues covered. They were especially dissatisfied about the support they received (or did not receive) for their teaching and research.

- Full-time faculty in public two-year colleges were the most likely to be satisfied on various of the issues covered. Specifically, they tended to be more satisfied with the quality of their colleagues, their job overall, workload, their institution's mission or philosophy, their required mix of activities, departmental and faculty leadership, and salary than the faculty as a whole.

- In four-year schools, satisfaction levels varied somewhat by the program area in which faculty taught. For example, full-time faculty in health sciences were more satisfied on 10 of the 29 issues covered, and those in the fine arts were less satisfied on 9 of the 29 issues covered than the faculty as a whole.

- Among full-time faculty, larger percentages of men than women were somewhat or very satisfied on 13 of the 29 items, whereas larger percentages of women then men were satisfied on only 3 items.

Plans for the Future

- Twenty-three percent of full-time faculty reported that they were "very likely" to leave their job during the next three years (i.e., by Fall 1990), either to retire or to pursue (seek or accept) other employment. One-third (33 percent) of part-time faculty reported similar expectations.

- Among full-time faculty, 35 percent of those not on tenure track at institutions with tenure systems anticipated departure during the next three years, compared to 20 percent of tenured faculty and 25 percent of tenure-track (nontenured) faculty.

- Across the age groups, full-time faculty between 45 and 59 years of age were less likely to anticipate departure than their younger or older colleagues. Only 13 and 18 percent of those aged 45 to 54 and

55 to 59, respectively, expected to leave their job during the next three years, as compared to 38 percent of those under 30 years of age, 24 percent of those aged 30 to 44, 36 percent of those aged 60 to 64, and 66 percent of those aged 65 and older.

- Retirement during the next three years was anticipated by 7 percent of both full- and part-time faculty. Among full-time faculty, retirement was anticipated by 10 percent of those aged 55 to 59, 32 percent of those 60 to 64, and 55 percent of those 65 and older. Percentages of part-timers who expected to retire were similar in each of the age groups.

- Fourteen percent of full-time faculty and 22 percent of part-time faculty anticipated that they would pursue (seek or accept) a different full-time job during the next three years.

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Glossary

Agriculture and home economics program area: Includes agribusiness and agricultural production, agricultural sciences, renewable natural resources, parks and recreation, home economics, and vocational home economics.

Business program area: Includes accounting, banking and finance, business administration and management, business administrative support, human resources development, organizational behavior, and marketing and distribution.

Education program area: Includes general and specialized education, such as teacher education, education administration, special education, and physical education.

Engineering program area: Includes civil, electrical, electronics, mechanical, and other kinds of engineering, and engineering-related technologies.

Faculty: See instructional faculty.

Fine arts program area: Includes art or music history and appreciation, architecture, crafts, dance, dramatic arts, music, and other visual and performing arts.

Four-year institutions: Institutions that offer baccalaureate and, possibly, higher degree programs in several fields (that is, fewer than 50 percent of the degrees they award are in any single specialized field). Comprises those institutions classified as research, doctoral, comprehensive, and liberal arts institutions.

Full-time faculty: Faculty who reported that their institution considered them to be employed full time.

Health sciences program area: Includes allied health technologies and services, dentistry, health services administration, medicine, nursing, pharmacy, psychiatry, public health, veterinary medicine, and other health sciences.

Humanities program area: Includes classics, composition, creative writing, English, foreign languages, history, linguistics, literature, philosophy, and religion.

Instructional faculty: The group of faculty on whom NSOPF focused. Defined for the survey as those who had at least some regular instructional duties (such as teaching one or more courses or advising or supervising students' academic activities), in for-credit higher education courses during the 1987 fall term. The group of regular faculty (see definition) on which this report focuses are referred to interchangeably as "instructional faculty," "regular faculty," and, simply, "faculty."

Liberal arts colleges: Smaller and generally more selective than comprehensive colleges and universities. Primarily offer bachelor's degrees, although some offer master's degrees. Includes both public and private, not-for-profit liberal arts colleges.

Natural sciences program area: Includes astronomy, biology, botany, chemistry, computer science, geological sciences, mathematics, physics, physiology, statistics, and zoology, and other natural sciences.

"Other" institutions: Specialized institutions that offer degrees ranging from the bachelor's to the doctorate, at least half of which are in a single specialized field. Includes schools of law, engineering, business, art, etc. In this report, this group does not include medical schools, which were included in the doctoral institution groups because almost all were part of or associated with doctoral institutions.

"Other" program area: Includes all programs not included in the other program area categories, some of which are communications, library science, law, theology, and interdisciplinary studies.

Part-time faculty: Faculty who reported that their institution considered them to be employed part time.

Private comprehensive institutions: Privately controlled not-for-profit institutions that offer liberal arts and professional programs; master's degree is the highest degree offered.

Private doctoral universities: Privately controlled not-for-profit institutions that offer a full range of baccalaureate programs and Ph.D. degrees in at least three disciplines, but tend to be less focused on research and receive fewer federal research dollars than the research universities. In this report, this group also includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

Private research universities: Privately controlled not-for-profit institutions among the 100 leading universities in Federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

Public comprehensive institutions: Publicly controlled institutions that offer liberal arts and professional programs; master's degree is the highest degree offered.

Public doctoral universities: Publicly controlled institutions that offer a full range of baccalaureate programs and Ph.D. degrees in at least three disciplines, but tend to be less focused on research and receive fewer Federal research dollars than the research universities. In this report, this group also includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

Public research universities: Publicly controlled institutions among the 100 leading universities in Federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

Public two-year institutions: Publicly controlled institutions that offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate programs. (Faculty from private two-year institutions also were included in the survey, but they are included only in the "all institutions" figures because there were too few cases to provide separate, reliable estimates.)

Regular faculty: Those who did not identify themselves in the questionnaire as having acting, affiliate, adjunct, or visiting faculty status. Only regular faculty are discussed in this report. (See also instructional faculty.)

Social sciences program area: Includes departments of anthropology, archeology, demography, economics, geography, government, history, international relations, political science, psychology, sociology, and other social sciences.

Temporary faculty: Those who identified themselves in the questionnaire as having acting, affiliate, adjunct, or visiting faculty status. This group was not included in this report.

Section 1: Introduction

Although faculty directly affect the quality of education in higher education institutions and perform much of the research and development work on which this nation's technological and economic advancement depend, there is very little current, comprehensive information on them. The primary purpose of the 1988 National Survey of Postsecondary Faculty (NSOPF-88) was to fill this information gap.

NSOPF-88 was the first comprehensive survey of higher education instructional faculty[1] to be conducted by the National Center for Education Statistics (NCES) since 1963. It gathered information regarding the backgrounds, responsibilities, workloads, salaries, benefits, and attitudes of both full- and part-time instructional faculty in their many and varied higher education institutions. In addition, information was gathered from institutional and department-level respondents on such issues as faculty composition, new hires, and departures and recruitment, retention, and tenure policies.

The universe from which the institution sample was selected was all nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education. This includes religious, medical, and other specialized postsecondary institutions as well as two- and four-year nonspecialized institutions. According to the 1987 Integrated Postsecondary Education Data System (IPEDS) file, this universe comprised 3,159 institutions.[2] (Note that the universe differs from that used in some other NCES studies in that it does not include postsecondary institutions that are proprietary or those that provide only less than two-year programs of instruction.)

There were three major components of the study: a survey of institutional level respondents at a stratified random sample of 480 institutions; a survey of a stratified random sample of 11,013 eligible faculty members in the participating institutions; and a survey of a stratified random sample of 3,029 eligible department chairpersons (or their equivalent) in the participating nonspecialized, two- and four-year institutions. Response rates to

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[1] Instructional faculty were defined as those who had at least some regular instructional duties (such as teaching one or more courses or advising or supervising students' academic activities), in for-credit higher education courses during the 1987 fall term.

[2] A more detailed description of the types of institutions surveyed, as well as a description of the sample design and survey methodology is provided in the technical notes, appendix A.

the three surveys were 88 percent, 76 percent, and 80 percent, respectively.

This report presents results from the faculty survey. The results are based on information provided by a total of 7,408 full- and part-time regular instructional faculty. It is estimated that these 7,408 respondents represented a total of about 665,000 faculty, of whom an estimated 489,000 (74 percent) were employed full time by the institution surveyed, and an estimated 176,000 (26 percent) were employed part time.[3] Survey responses also were received from 972 temporary (acting, adjunct, or visiting) instructional faculty, representing a total of about 105,000 individuals. Temporary instructional faculty were not included in this report because the sample size was not large enough to provide meaningful breakdowns by type of institution or program area.[4]

For all issues, the survey results are presented by type and control of institution and by program area. In addition, results for some of the survey items are presented by selected faculty characteristics, such as age, gender, academic rank, or tenure status. Institution and program area categories used in this report are as follows:

Institutions:

- Public research
- Private research
- Public doctoral (including publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools)
- Private doctoral (including privately controlled institutions classified by the Carnegie Foundation as specialized medical schools)

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[3]The estimates of total faculty provided in this report differ somewhat from those provided in Institutional Policies and Practices Regarding Faculty in Higher Education, NSOPF-88. Estimates in this report are based on weights derived from faculty lists provided by the participating institutions and faculty responses to a question regarding their full- and part-time status. Estimates in the previously released report were based on weighted institution representatives' survey responses regarding the number of faculty in their institution. For additional discussion of these differences, see the technical notes, appendix A.

[4]The group of regular instructional faculty on which this report focuses will be referred to interchangeably as "instructional faculty," "regular faculty," and, simply, "faculty." A discussion of the size and composition of the entire instructional faculty (full- and part-time, regular and temporary) is provided in Institutional Policies and Practices Regarding Faculty in Higher Education, NSOPF-88.

- Public comprehensive
- Private comprehensive
- Liberal arts
- Public two-year (respondents from private two-year schools are included only in the totals for all institutions because there were too few cases from this group to provide reliable estimates)
- Other (religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor's to the doctorate).

Program areas:

- Agriculture and home economics
- Business
- Education
- Engineering
- Fine arts
- Health sciences
- Humanities
- Natural sciences (including mathematics, statistics, and computer science)
- Social sciences
- Other (such as communication, library science, law, theology, and interdisciplinary studies).

Following NCES conventions, data are not presented for groups with fewer than 30 cases. Accordingly, some of the tables, especially those presenting data on part-time faculty, are rather sparse. A number of the groups for which data are reported are nevertheless quite small (again, especially among part-time faculty), so the reader should use these results with caution.[5] The unweighted number of respondents in each category are given in a parallel set of tables in appendix B. All comparisons that are noted in the report are statistically significant at the .05 level.[6] In addition,

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[5]Although some of the numbers cited in the tables may appear to be quite different from one another, they may, in fact, not be statistically different from one another. Statistical significance depends on the magnitude of the observed differences, the size of the standard error, and the sample size. Differences which appear to be large but are not statistically significant may be due to small sample sizes, large standard errors, or both.

[6]In accordance with NCES conventions, the Bonferroni adjustment to the significance level was used when multiple comparisons were made. With this adjustment, the .05 significance level was divided by the total number of comparisons made. Consequently, the t-value required for statistical significance in comparisons across institution types and program areas was approximately 2.8--a considerably more rigorous requirement than the 1.96 t-value required for a single comparison.

standard errors for all percentages and mean values provided in the tables are provided in parallel tables in appendix B. (For example, standard errors for table 2.1 are provided in table B.2.1.)

The remainder of this report is organized as follows: Section 2 characterizes the (regular) faculty in terms of their age, race/ethnicity, gender, highest degree held, tenure status, and academic rank. Section 3 discusses compensation, including basic salary, other institutional income, consulting income, other outside income, and total income. In Section 4, results regarding faculty activities are presented. Topics covered here include respondents' estimates of hours worked per week at the surveyed institution, in other paid activities, and in unpaid professional service activities. Respondents' allocation of time across major activities also is presented. Section 5 discusses respondents' ratings of satisfaction on a variety of job-related issues, and section 6 describes their intentions to retire or pursue other employment during the three years following the survey year (1987-88).

Two other reports prepared under this contract describe the results from the institution survey and the department chairperson survey.[7] In addition, another report will discuss NSOPF results on the following five issues:

- Patterns of faculty separation and retirement
- Faculty work patterns
- Faculty compensation
- Women and minority faculty
- Part-time faculty

[7]Copies of these reports (Institutional Policies and Practices Regarding Faculty in Higher Education and A Descriptive Report of Academic Departments in Higher Education Institutions) are available from the Office of Educational Research and Improvement, Education Information Branch, 555 New Jersey Avenue NW, Washington, DC 20208-5641 or 1-800-424-1616.

Section 2: Faculty Characteristics

This section presents basic information on the age, race/ethnicity, gender, highest degree held, tenure status, and academic rank of both full- and part-time regular faculty at institutions of higher education.

Age

The mean age of full-time regular faculty at higher education institutions was 47 years, with no statistically significant differences across institutional types or program areas (table 2.1). Forty percent of full-time regular faculty were between 30 and 44 years of age, 34 percent were between 45 and 54, 21 percent were between 55 and 64, and 4 percent were aged 65 and older. Only 2 percent of full-time faculty were under age 30.

The mean age of part-time regular faculty was 44 years, slightly younger than full-time faculty (table 2.2). Five percent of the part-time faculty were under age 30, 52 percent were between 30 and 44 years of age, 25 percent were between 45 and 54, 13 percent were between 55 and 64, and 5 percent were aged 65 and older. Differences among mean ages of part-time faculty across institutional types and program areas were not statistically significant.

Race/Ethnicity

Across all institutions of higher education, whites accounted for 89 percent of full-time regular faculty and 90 percent of part-time regular faculty (tables 2.3 and 2.4). Relatively small fractions of full-time faculty positions were held by Asians (4 percent), blacks (3 percent), Hispanics (2 percent), and American Indians (1 percent). Minorities accounted for similar fractions of part-time faculty.

Representation of the various racial/ethnic groups generally did not differ across the various types of institutions, for either full- or part-time faculty. The only significant deviations from the overall average of minority representations were the lower than average percentages of Asians in public two-year schools (2 percent) and the "other" (specialized) schools (1 percent) and the lower than average percentages of Hispanics in public doctoral institutions (1 percent).

There was somewhat greater variability in the representation of the various minority groups across program areas. Among full-time faculty at four-year schools, the most striking finding was the considerably higher than average representation of Asians in engineering (15 percent, compared to 5 percent for four-year institutions overall). Conversely, lower than average proportions of Asians were found in the fine arts and humanities (2 percent in each case). Black representation was lower than the overall four-year school figure of 3 percent in agriculture/home economics and engineering

(1 percent or less in each case). Finally, Hispanics were represented at a higher than average level in humanities (4 percent, versus a four-year school average of 2 percent), and at lower than average levels in business program areas.

For part-time faculty at four-year schools, small sample sizes appear to have contributed to the observed fluctuations in representation of minorities across program areas. The only statistically significant differences were in the higher than average representation of whites in business and the "other" program areas (99 and 97 percent, respectively, compared with 87 percent for four-year schools overall).

Gender

Male faculty members made up 73 percent of full-time regular faculty across all institutions of higher education (table 2.5). Men were relatively overrepresented (that is, compared to the overall average) at public and private research institutions (79 and 81 percent, respectively) and relatively underrepresented at public two-year institutions (62 percent). Men represented 97 percent of the full-time faculty in engineering program areas, higher than in any of the other program areas. Men also had higher than average representation in the natural sciences (85 percent). In contrast, men comprised only 62 percent of the full-time faculty in education.

Compared to their representation among full-time faculty, men comprised considerably less of the part-time faculty (56 percent). Although there appears to be a fair amount of variation across types of institutions and program areas, only the lower than average representations of men in public doctoral institutions (33 percent) and in departments of fine arts and humanities (30 and 33 percent, respectively, versus 54 percent for four-year schools overall) were statistically significant.

Highest Degree Held

Faculty members holding a Ph.D. or first-professional degree (e.g., M.D., L.L.B., D.D.S.) made up 67 percent of full-time regular faculty, but only 29 percent of part-time regular faculty across all institutions of higher education (table 2.6). Percentages of full-time faculty holding such degrees were higher than the overall percentage of 67 for all full-time faculty at public and private research universities (90 and 93 percent, respectively), and at public and private doctoral institutions (82 and 89 percent, respectively). At public two-year institutions, only 19 percent of full-time faculty held such degrees, considerably lower than at any other type of institution. Among part-time faculty, those with Ph.D.s or first-professional degrees were considerably overrepresented in public research universities and, especially, private research universities (56 and 72 percent, respectively) compared to part-time faculty in general (29 percent);

whereas, they were underrepresented in public two-year schools (12 percent).

Predictably, four-year schools in general had higher than the overall percentage of full-time faculty with a Ph.D. or first-professional degree (80 versus 67 percent). Among the four-year school program areas, humanities, natural sciences, and social sciences had higher than average representation of full-time faculty with such degrees (83, 87, and 91 percent, respectively). In contrast, only 48 percent of the full-time faculty in the fine arts had such degrees, substantially lower than in any other program area.

As with full-time faculty, part-timers in four-year institutions were more likely than part-timers in all types of higher education institutions to have a Ph.D. or first-professional degree (43 versus 29 percent). Among part-time faculty, the only program area where the likelihood of having a Ph.D. or first-professional degree was statistically significantly different from the overall four-year school proportion (43 percent) was in the humanities (30 percent).

Tenure Status

Across all institutions of higher education, 9 percent of the full-time faculty were in institutions that had no tenure systems (table 2.7). Thirteen percent of the full-time faculty in liberal arts institutions, 16 percent of those in private doctoral institutions, 25 percent of those in public two-year schools, and 38 percent of those in other (specialized) institutions were in institutions with no tenure systems. In contrast, almost all faculty in research and comprehensive institutions and public doctoral institutions were in institutions with tenure systems.

Sixty percent of the full-time faculty at all institutions of higher education were tenured, 22 percent were on tenure track but not tenured (nontenured), and 10 percent were not on tenure track. Only a few of the institutional groups were statistically significantly different from these overall figures. Exceptions were lower than average percentages of nontenure-track and nontenured faculty at public two-year institutions (5 and 9 percent, respectively) and a higher than average percentage of tenured faculty at public research institutions (69 percent).

Differences between full-time faculty in the four-year school program areas and the overall full-time four-year school percentages included the following: In health sciences, there was a higher than average proportion of nontenure-track faculty (18 versus 11 percent) and a lower than average proportion of tenured faculty (48 versus 61 percent). Similarly, business had a larger than average share of tenure-track, nontenured faculty (40 versus 25 percent) and lower than average proportion of tenured faculty (45 percent). Humanities and social sciences showed the opposite pattern. Humanities had a lower than average percentage of tenure-track, nontenured

faculty (17 percent), with a higher than average percentage of tenured faculty (72 percent), and social sciences were low in nontenure-track faculty (5 percent) and high in tenured faculty (70 percent).

Academic Rank

The vast majority (80 percent) of all full-time faculty at institutions of higher education were in one of the three professorial ranks (table 2.8). Thirty-three percent were full professors, 24 percent were associate professors, and 23 percent were assistant professors. The largest single remaining group comprised instructors (11 percent). Seven percent were in institutions at which academic ranks were not designated. Public two-year schools stood out as the anomalous group in the distribution of academic ranks. They had substantially lower than average percentages of the professorial ranks (36 percent total), and higher than average percentages of instructors (33 percent) and faculty in institutions with no academic ranks (28 percent). Corresponding to our finding that public research institutions had higher than average percentages of tenured faculty, we find here that they also had a higher than average percentage of full professors (45 percent).

There were relatively few differences across program areas in four-year schools. Exceptions were that natural sciences departments had a higher than average percentage of full professors (46 percent versus 37 percent for four-year schools overall) and a lower than average percentage of assistant professors (19 versus 26 percent). Also, business departments had lower than average percentages of full professors (25 percent), while engineering and social sciences departments had lower than average percentages of instructors (1 percent in each program area, versus 6 percent).

In contrast to the full-time faculty, only 17 percent of the part-time faculty were in the three professorial ranks, whereas almost three-fifths (57 percent) were instructors, and 14 percent were lecturers (table 2.9). For the most part, differences between institutional type and program area percentages and the overall percentages were not statistically significant. Notable exceptions were health sciences' overrepresentation of assistant professors (49 versus 16 percent) and a corresponding underrepresentation of instructors (21 versus 42 percent) and lecturers (6 versus 25 percent).

Table 2.1--Percentage distribution of full-time regular faculty, by age, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Age of full-time regular faculty					Mean age
			Under 30	30 to 44	45 to 54	55 to 64	65 and over	
	Number	Percent	Percent	Percent	Percent	Percent	Percent	
All institutions 1/	489,164	100	2	40	34	21	4	47
By type and control								
Public research	96,228	100	1	39	33	24	3	48
Private research	39,136	100	1	51	27	18	3	46
Public doctoral 2/	53,871	100	2	40	33	21	4	47
Private doctoral 3/	22,107	100	1	45	27	14	13	47
Public comprehensive	93,144	100	2	36	37	23	3	48
Private comprehensive	35,160	100	2	41	35	17	5	47
Liberal arts	39,086	100	2	43	30	22	4	47
Public two-year 4/	91,559	100	2	36	39	20	3	47
Other 5/	14,778	100	1	40	34	21	4	48
Four-year institutions	378,732	100	1	40	33	21	4	47
By program area								
Agriculture and home economics	10,912	100	2	47	32	19	1	45
Business	24,329	100	2	50	28	17	2	45
Education	24,464	100	2	30	35	30	3	49
Engineering	18,682	100	1	35	31	31	3	48
Fine arts	24,789	100	4	40	35	17	4	46
Health sciences	78,927	100	1	46	28	20	5	46
Humanities	47,426	100	1	32	35	27	5	49
Natural sciences	60,347	100	1	41	39	17	2	47
Social sciences	40,369	100	1	43	34	17	5	47
Other fields	48,488	100	2	38	31	23	5	48

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.2--Percentage distribution of part-time regular faculty, by age, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Age of part-time regular faculty					Mean age
			Under 30	30 to 44	45 to 54	55 to 64	65 and over	
	Number	Percent	Percent	Percent	Percent	Percent	Percent	
All institutions 1/	175,589	100	5	52	25	13	5	44
By type and control								
Public research	10,163	100	5	44	16	21	14	47
Private research	8,466	100	10	43	30	11	6	46
Public doctoral 2/	7,403	100	5	60	20	11	4	42
Private doctoral 3/	10,428	100	0	52	39	8	2	45
Public comprehensive	21,659	100	6	54	24	12	4	44
Private comprehensive	9,842	100	10	37	22	18	13	47
Liberal arts	12,917	100	2	39	30	15	12	49
Public two-year 4/	80,814	100	4	57	24	12	3	44
Other 5/	12,032	100	10	51	28	7	4	43
Four-year institutions	80,877	100	5	47	26	14	8	46
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	5,219	100	1	41	26	21	12	49
Education	4,233	100	4	54	13	18	11	46
Engineering	--	--	--	--	--	--	--	--
Fine arts	8,506	100	8	56	14	16	6	44
Health sciences	17,214	100	1	47	36	13	3	46
Humanities	8,598	100	10	42	29	8	11	46
Natural sciences	10,073	100	5	43	31	10	10	46
Social sciences	5,693	100	3	63	15	9	10	44
Other fields	16,577	100	4	46	27	16	7	46

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.3--Percentage distribution of full-time regular faculty, by race/ethnicity, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Race/Ethnicity of full-time regular faculty				
			American Indian	Asian	Black	Hispanic	White
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	489,164	100	1	4	3	2	89
By type and control							
Public research	96,228	100	1	5	2	2	90
Private research	39,136	100	0	4	6	5	85
Public doctoral 2/	53,871	100	1	5	2	1	91
Private doctoral 3/	22,107	100	<1	10	2	1	86
Public comprehensive	93,144	100	1	6	4	2	88
Private comprehensive	35,160	100	1	4	2	1	91
Liberal arts	39,086	100	1	3	8	1	87
Public two-year 4/	91,559	100	1	2	3	3	91
Other 5/	14,778	100	0	1	3	1	95
Four-year institutions	378,732	100	1	5	3	2	89
By program area							
Agriculture and home economics	10,912	100	2	1	<1	3	94
Business	24,329	100	1	9	3	1	86
Education	24,464	100	1	1	7	3	88
Engineering	18,682	100	0	15	1	1	83
Fine arts	24,789	100	1	2	3	3	91
Health sciences	78,927	100	1	7	3	1	88
Humanities	47,426	100	1	2	3	4	91
Natural sciences	60,347	100	1	7	1	2	89
Social sciences	40,369	100	1	2	5	2	89
Other fields	48,488	100	1	4	6	1	88

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.4--Percentage distribution of part-time regular faculty, by race/ethnicity, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Race/Ethnicity of part-time regular faculty				
			American Indian	Asian	Black	Hispanic	White
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	175,589	100	1	3	4	2	90
By type and control							
Public research	10,163	100	1	0	1	0	98
Private research	8,466	100	2	2	12	2	83
Public doctoral 2/	7,403	100	1	0	1	2	96
Private doctoral 3/	10,428	100	0	16	0	7	77
Public comprehensive	21,659	100	4	9	2	1	84
Private comprehensive	9,842	100	0	<1	0	3	97
Liberal arts	12,917	100	1	0	15	2	82
Public two-year 4/	80,814	100	1	2	3	2	91
Other 5/	12,032	100	0	1	1	0	98
Four-year institutions	80,877	100	2	5	4	2	87
By program area							
Agriculture and home economics	--	--	--	--	--	--	--
Business	5,219	100	0	0	1	0	99
Education	4,233	100	3	4	9	3	81
Engineering	--	--	--	--	--	--	--
Fine arts	8,506	100	0	5	2	4	89
Health sciences	17,214	100	1	10	13	4	72
Humanities	8,598	100	0	3	3	2	93
Natural sciences	10,073	100	1	8	1	1	89
Social sciences	5,693	100	14	7	5	0	74
Other fields	16,577	100	1	0	1	1	97

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.5--Percentage distribution of full- and part-time regular faculty, by gender, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Gender		Part-time regular faculty		Gender	
			Male	Female			Male	Female
	Number	Percent	Percent	Percent	Number	Percent	Percent	Percent
All institutions 1/	489,164	100	73	27	175,589	100	56	44
By type and control								
Public research	96,228	100	79	21	10,163	100	67	33
Private research	39,136	100	81	19	8,466	100	58	42
Public doctoral 2/	53,871	100	76	24	7,403	100	33	67
Private doctoral 3/	22,107	100	73	27	10,428	100	82	18
Public comprehensive	93,144	100	71	29	21,659	100	50	50
Private comprehensive	35,160	100	72	28	9,842	100	49	51
Liberal arts	39,086	100	71	29	12,917	100	39	61
Public two-year 4/	91,559	100	62	38	80,814	100	58	42
Other 5/	14,778	100	79	21	12,032	100	69	31
Four-year institutions	378,732	100	75	25	80,877	100	54	46
By program area								
Agriculture and home economics	10,912	100	63	37	--	--	--	--
Business	24,329	100	78	22	5,219	100	69	31
Education	24,464	100	62	38	4,233	100	43	57
Engineering	18,682	100	97	3	--	--	--	--
Fine arts	24,789	100	76	24	8,506	100	30	70
Health sciences	78,927	100	68	32	17,214	100	57	43
Humanities	47,426	100	70	30	8,598	100	33	67
Natural sciences	60,347	100	85	15	10,073	100	59	41
Social sciences	40,369	100	77	23	5,693	100	61	39
Other fields	48,488	100	77	23	16,577	100	59	41

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.6--Percentage distribution of full- and part-time regular faculty who have a Ph.D. or first-professional degree, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Part-time regular faculty	
	Number	Percent with degree	Number	Percent with degree
All institutions 1/	489,164	67	175,589	29
By type and control				
Public research	96,228	90	10,163	56
Private research	39,136	93	8,466	72
Public doctoral 2/	53,871	82	7,403	46
Private doctoral 3/	22,107	89	10,428	51
Public comprehensive	93,144	69	21,659	36
Private comprehensive	35,160	72	9,842	27
Liberal arts	39,086	62	12,917	26
Public two-year 4/	91,559	19	80,814	12
Other 5/	14,778	68	12,032	49
Four-year institutions	378,732	80	80,877	43
By program area				
Agriculture and home economics	10,912	83	--	--
Business	24,329	75	5,219	33
Education	24,464	76	4,233	38
Engineering	18,682	80	--	--
Fine arts	24,789	48	8,506	22
Health sciences	78,927	84	17,214	70
Humanities	47,426	83	8,598	30
Natural sciences	60,347	87	10,073	42
Social sciences	40,369	91	5,693	44
Other fields	48,488	69	16,577	39

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.7--Percentage distribution of full-time regular faculty, by tenure status, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		No tenure system at institution	No tenure system for faculty status or not on tenure track	On tenure track but not tenured	Tenured
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	489,164	100	9	10	22	60
By type and control						
Public research	96,228	100	1	10	20	69
Private research	39,136	100	2	13	31	54
Public doctoral 2/	53,871	100	0	13	27	59
Private doctoral 3/	22,107	100	16	8	29	48
Public comprehensive	93,144	100	1	10	23	66
Private comprehensive	35,160	100	3	12	30	55
Liberal arts	39,086	100	13	11	25	51
Public two-year 4/	91,559	100	25	5	9	60
Other 5/	14,778	100	38	8	18	36
Four-year institutions	378,732	100	3	11	25	61
By program area						
Agriculture and home economics	10,912	100	<1	11	20	68
Business	24,329	100	1	14	40	45
Education	24,464	100	2	12	22	65
Engineering	18,682	100	1	5	31	63
Fine arts	24,789	100	2	8	25	65
Health sciences	78,927	100	6	18	27	48
Humanities	47,426	100	2	9	17	72
Natural sciences	60,347	100	3	8	22	67
Social sciences	40,369	100	2	5	23	70
Other fields	48,488	100	4	12	27	57

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.8--Percentage distribution of full-time regular faculty, by academic rank, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Not applicable: no ranks designated at institution	Professor			Instructor	Lecturer	Other ranks 2/
	Number	Percent	Percent	Full 1/ Percent	Associate Percent	Assistant Percent	Percent	Percent	Percent
All institutions 3/	489,164	100	7	33	24	23	11	2	1
By type and control									
Public research	96,228	100	0	45	28	21	3	3	<1
Private research	39,136	100	<1	39	25	29	3	2	1
Public doctoral 4/	53,871	100	0	34	31	27	7	1	1
Private doctoral 5/	22,107	100	<1	35	26	30	9	0	0
Public comprehensive	93,144	100	0	37	27	23	9	3	1
Private comprehensive	35,160	100	<1	31	29	33	6	<1	<1
Liberal arts	39,086	100	6	29	23	31	9	1	1
Public two-year 6/	91,559	100	28	16	9	11	33	1	2
Other 7/	14,778	100	15	34	22	16	9	0	3
Four-year institutions	378,732	100	1	37	27	26	6	2	1
By program area									
Agriculture and home economics	10,912	100	0	40	26	24	6	4	<1
Business	24,329	100	0	25	26	35	9	4	<1
Education	24,464	100	<1	35	29	27	6	2	1
Engineering	18,682	100	0	45	30	23	1	1	0
Fine arts	24,789	100	1	36	30	25	6	2	0
Health sciences	78,927	100	0	33	26	31	8	1	1
Humanities	47,426	100	1	41	28	22	4	3	<1
Natural sciences	60,347	100	1	46	26	19	5	3	<1
Social sciences	40,369	100	1	39	30	26	1	1	1
Other fields	48,488	100	1	35	25	26	11	2	<1

1/ Includes distinguished/named professors.

2/ Includes faculty with no formal rank.

3/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

4/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

6/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

7/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 2.9--Percentage distribution of part-time regular faculty, by academic rank, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Not applicable: no ranks designated at institution	Professor			Instructor	Lecturer	Other ranks 2/
	Number	Percent	Percent	Full 1/ Percent	Associate Percent	Assistant Percent	Percent	Percent	Percent
All institutions 3/	175,589	100	9	5	4	8	57	14	3
By type and control									
Public research	10,163	100	0	19	18	12	31	17	3
Private research	8,466	100	9	5	8	26	27	26	1
Public doctoral 4/	7,403	100	<1	9	3	29	44	14	2
Private doctoral 5/	10,428	100	3	1	2	31	41	21	1
Public comprehensive	21,659	100	<1	3	3	14	38	37	5
Private comprehensive	9,842	100	1	4	9	6	55	23	3
Liberal arts	12,917	100	4	5	4	3	60	19	6
Public two-year 6/	80,814	100	14	3	1	1	74	5	1
Other 7/	12,032	100	21	5	4	7	48	1	14
Four-year institutions	80,877	100	2	6	6	16	42	25	3
By program area									
Agriculture and home economics	--	--	--	--	--	--	--	--	--
Business	5,219	100	0	12	1	2	46	36	2
Education	4,233	100	1	1	2	9	46	30	12
Engineering	--	--	--	--	--	--	--	--	--
Fine arts	8,506	100	6	5	6	8	44	28	3
Health sciences	17,214	100	0	7	12	49	21	6	5
Humanities	8,598	100	2	9	4	5	40	40	1
Natural sciences	10,073	100	7	10	7	2	50	23	0
Social sciences	5,693	100	0	0	3	21	44	32	0
Other fields	16,577	100	1	1	4	7	59	22	6

-- Too few cases for a reliable estimate.

1/ Includes distinguished/named professors.

2/ Includes faculty with no formal rank.

3/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

4/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

6/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

7/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 3: Compensation

This section presents data on faculty income. Mean income is presented for full- and part-time regular faculty, by source of income, institutional type, program area, gender, and academic rank. Source of income is divided into the following:

- Basic salary: the amount indicated by the respondent under a category called simply "basic salary."
- Other income from the academic institution: income, including the estimated value of nonmonetary compensation (e.g., food, housing, car), for administration, research, coaching sports, summer session teaching, or other activities not included in their basic salary.
- Consulting: consulting, consulting business, legal or medical services, psychological counseling, freelance work, professional performances or exhibitions, speaking fees, and honoraria.
- Other outside income: income from other academic institutions, self-owned business other than consulting, royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, and any other employment.
- Total earned income: the sum of the above categories.

Mean income was calculated in two ways: as a mean of all faculty in a given group (e.g., all full-time faculty in private research institutions) and as a mean of only those faculty who received income from a particular source. The latter figures are presented with the percentage of faculty who received income from that source. In addition, the percentages of full- and part-time faculty who received different amounts of consulting income are presented, by institutional type, program area, gender, and academic rank.

Income of All Higher Education Faculty

Full-Time Faculty

Table 3.1 presents mean income, by source, across all full-time regular faculty in higher education institutions, table 3.2 presents the percentages of those who earned each type of income and the mean income, by source for that income group, and table 3.3 presents the distribution of consulting income. In each table, the data are presented by type and control of institution and program area.

Across all full-time regular faculty, the average basic full-time salary during the 1987 calendar year was $39,439. On average, full-time faculty received an additional $3,588 from their institution, making for a total

average income from the institution of $43,027 (table 3.1). Among the 53 percent of the full-time faculty who received other income from the institution, the average was $6,795 (table 3.2).

Forty-two percent of the full-time faculty earned some income from consulting (table 3.2), but for the most part the amounts were not very large (table 3.3). Thirteen percent earned under $750, 10 percent earned $750 to $2,499, 10 percent earned $2,500 to $9,999, and only 9 percent earned $10,000 or more (table 3.3). Among faculty who earned consulting income, the average earned from consulting was $7,886 (table 3.2). Other kinds of outside income were earned by slightly over one-fourth (28 percent) of the full-time faculty, who averaged $8,412 from these sources (table 3.2). Across all full-time faculty, the average consulting income was $3,285, and the average income from other outside sources was $2,389 (table 3.1).

Across all full-time faculty, the combination of basic salary, other institutional income, consulting, and other outside income averaged $48,701 (table 3.1). On average, the basic salary accounted for 81 percent of total earned income; the income from the academic institution accounted for 88 percent of total earned income (table 3.1).

Part-Time Faculty

Table 3.4 presents mean income, by source, across all part-time regular faculty in higher education institutions, table 3.5 presents the percentages of those who earned each type of income and the mean income among each group, and table 3.6 presents the distribution of consulting income. In each table, the data are presented by type and control of institution and program area.

For all part-time regular faculty, the average basic salary was $6,829 (table 3.4). Only 20 percent earned any other income from the institution, averaging $2,363 among those who had this kind of income (table 3.5) and $465 among all part-time faculty (table 3.4). Thus, for most part-time faculty, the extent of their financial relationship with an institution was limited to a basic services contract which was rarely expanded to include additional activities.

Only about one-third (35 percent) of the part-time faculty earned consulting income, but those who did earned an average of $17,664 (table 3.5), considerably more than the average of $7,886 earned by their full-time counterparts who did consulting work (table 3.2). Seven percent of part-timers earned less than $750 consulting, 6 percent earned $750 to $2,499, 8 percent earned $2,500 to $9,999, and 15 percent earned $10,000 or more (table 3.6). Across all part-time faculty, the average amount earned from consulting was $6,241 (table 3.4).

A full two-thirds (68 percent) of the part-time faculty had at least some other (nonconsulting) outside income, averaging $29,695 (table 3.5)--four times as much as they earned in basic salary from the institution. Across

all part-time faculty, the average amount received from other outside sources was $20,306 (table 3.4). Nevertheless, despite the substantially greater consulting and other outside income earned by part-time faculty relative to their full-time counterparts, the average part-timer's total income was considerably less than that of the average full-timer: $33,841 versus $48,701, respectively (tables 3.4 and 3.1).

Differences by Type of Institution

Full-Time Faculty

For full-time regular faculty, salary varied substantially by type of institution. Generally, full-time faculty in research and doctoral institutions had higher average basic salaries ($43,636 to $52,709) than did full-time faculty in other four- and two-year institutions ($28,769 to $36,830). In particular, faculty in research universities had higher than average basic salaries, whereas those in private comprehensive, public two-year, other specialized, and liberal arts institutions had lower than average salaries (table 3.1).

Compared to the overall 53 percent, relatively high percentages of full-time faculty in private comprehensive (61 percent) and public two-year (63 percent) institutions received other income (beyond their basic salary) from their institutions. Private comprehensive faculty, along with those in liberal arts and public comprehensive institutions, nevertheless had lower than average amounts of other income from the institution (table 3.2). This was true when calculated across all full-time faculty in these institutions as well as when calculated as a mean of only those individuals who received this kind of income (tables 3.1 and 3.2). At the other end of the distribution, among faculty who received other income from their institution, those in public and private research universities received higher than average amounts ($9,241 and $19,544, respectively, versus an overall average of $6,795) (table 3.2).

Full-time faculty in public and private research universities also were more likely than average to earn consulting income (55 and 61 percent, respectively, versus 42 percent overall) (table 3.2), and a higher than average percentage of those in private research institutions earned $10,000 or more from consulting (19 versus 9 percent) (table 3.3). Across all faculty, those in private research universities, on the average, earned about twice the overall average consulting income ($7,011 versus $3,285) (table 3.1). In contrast, faculty in liberal arts and public two-year institutions were less likely than average to have consulting income (32 and 24 percent, respectively) (table 3.2), and those who earned such income tended to earn relatively little (less than $3,000 versus almost $8,000 overall) (table 3.2). None of the types of institutions differed significantly from the overall average for other outside income.

Full-time faculty in private research universities had the highest

average total earned income ($74,732) by a considerable margin (table 3.1). Faculty in public research universities also had higher than average total incomes ($58,309). Those in public comprehensive, public two-year, and liberal arts institutions had lower than average total incomes ($42,965, $38,539, and $32,740, respectively) (table 3.1).

Part-Time Faculty

Although there appear to be considerable differences across institutional types for part-time faculty incomes, they were not statistically significant. Exceptions were higher than average basic salaries among public research part-timers ($16,193 versus $6,829 overall), lower than average basic salaries among those in public two-year institutions ($4,465), and lower than average total income among liberal arts part-timers ($24,242 versus $33,841 overall). These figures represent only basic or total income and do not take into account the percentage of time that part-time faculty were employed (table 3.4).

Differences by Program Area

Full-Time Faculty

Among the full-time regular faculty, those in health science program areas had the highest average basic salaries by far ($56,328), exceeding their closest comparison group (engineering) by 24 percent (table 3.1). Faculty in engineering had the next highest basic salary, earning an average of $45,387. Compared to the overall four-year school average of $41,540, faculty in fine arts, education, humanities, and social sciences earned relatively low basic salaries averaging between $33,534 and $37,209 (table 3.1).

Similar patterns were found in total earned income and in consulting income. Thus, for example, health sciences faculty further increased their advantage with relatively high consulting income, while humanities and fine arts faculty fell even further behind. (Amounts of other outside income did not vary significantly across program areas, for the most part.) The average total income of health sciences faculty was $74,968, whereas for humanities and fine arts faculty it was $38,787 and $39,768, respectively (table 3.1).

There also was considerable diversity across program areas in the percentage of full-time faculty who received other income (beyond their basic salary) from their institution and in the average amounts received (table 3.2). For example, only about one-third of faculty in agriculture and home economics (33 percent) and health sciences (29 percent) received such income (compared to 50 percent across all four-year institutions), whereas two-thirds of those in business (68 percent) and education (67 percent) did so. Although the agriculture/home economics and health sciences faculty were similar in the percentages who received other income from the institution,

they were very different in average amounts received--$2,582 for the former and $21,050 for the latter (among those who received such income) (table 3.2).

Part-Time Faculty

Among part-time faculty, those in health sciences averaged substantially higher total earned income than those in other program areas ($66,958 versus $39,013 for four-year institutions overall) (table 3.4). Groups with lower than average total income were education ($25,901), fine arts ($23,549), and humanities ($15,587). Most of this overall low total income among humanities faculty derived from markedly lower than average income from consulting ($506 versus a four-year school average of $8,529) and other outside sources ($5,730 versus $20,925) (table 3.4). Other interesting findings were that only one-fourth (25 percent) of the humanities part-time faculty derived income from consulting, whereas three-fourths (75 percent) of the fine arts part-time faculty did so (table 3.5). (Across all four-year institutions, 45 percent of the part-time faculty received consulting income.)

Differences by Gender

Among full-time regular faculty, women received less income in all categories than did their male counterparts (table 3.7). On the average, compared to men, women received 25 percent less basic salary ($42,322 versus $31,755), 37 percent less other income from the academic institution ($3,996 versus $2,501), 75 percent less consulting income ($4,124 versus $1,049), 62 percent less other outside income ($2,876 versus $1,093), and 32 percent less total income ($53,318 versus $36,398). As shown in table 3.8, these discrepancies existed even when controlling for academic rank. For example, among full professors, the average total earned income for men was $64,007, whereas for women it was $48,582. (Some of these differences may be explained by the relative preponderance of men in research universities.)

Full-time female faculty also were less likely than men to receive the various kinds of income other than basic salary, and those women who did earn each type of income earned less, on the average, than their male counterparts (tables 3.9 and 3.10). For example, 35 percent of women and 44 percent of men had some consulting income; among these two groups, the average woman received only about one-third as much consulting income as did the average man ($3,028 versus $9,313).

In contrast, on the average, women faculty who served part time received basic salaries from the academic institution equivalent to that for their male counterparts ($6,663 and $6,958, respectively--see table 3.7). Part-time women faculty also were more likely than men to earn other income from their institution (26 versus 15 percent), and were equally likely to earn consulting income (tables 3.9 and 3.10). However, their total income was only about one-half of the total income of male part-time faculty ($20,977

versus $43,828), reflecting large differences between the sexes in average consulting income and other outside income and in the percentages who earned nonconsulting outside income. These income differences in turn may reflect the fact that men spent almost twice as many hours as women working on paid external activities--see section 4.

Differences by Academic Rank

As expected, basic salary and total earned income followed a descending pattern by rank of full-time faculty (table 3.7). For instance, full professors received the highest average basic salaries ($50,562) and instructors and lecturers the lowest ($27,133 and $26,657, respectively). Consulting income showed a similar pattern in that full professors had higher than average consulting income ($4,966, compared to an overall average of $3,285), and instructors and lecturers were below average ($643 and $1,162, respectively). These differences reflected, in part, a higher than average proportion of full professors who received consulting income (51 percent versus 42 percent overall) and a lower than average proportion of instructors (26 percent). Other outside income, in contrast, had a relatively even distribution by rank, both in terms of average dollars earned and percentages of faculty who earned this kind of income. Income figures for part-time faculty did not differ across academic ranks.

Table 3.1--Mean income for full-time regular faculty, by source of income, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
	Number	Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
All institutions 6/	488,922	48,701	39,439	3,588	3,285	2,389
By type and control						
Public research	96,115	58,309	47,780	4,415	3,962	2,154
Private research	39,136	74,732	52,709	9,715	7,011	5,297
Public doctoral 7/	53,742	55,511	43,636	3,679	6,433	1,763
Private doctoral 8/	22,107	55,715	47,105	2,037	5,227	1,346
Public comprehensive	93,144	42,965	36,830	2,505	1,918	1,712
Private comprehensive	35,160	42,210	32,030	2,514	4,483	3,183
Liberal arts	39,086	32,740	28,769	1,586	916	1,469
Public two-year 9/	91,559	38,539	32,470	2,943	691	2,435
Other 10/	14,778	43,618	33,476	2,856	3,455	3,830
Four-year institutions	378,490	51,546	41,540	3,781	3,933	2,292
By program area						
Agriculture and home economics	10,912	43,939	40,827	841	1,414	857
Business	24,329	52,008	39,345	4,892	5,264	2,507
Education	24,464	42,149	34,374	3,922	2,188	1,665
Engineering	18,577	57,624	45,387	4,955	4,172	3,109
Fine arts	24,789	39,768	33,534	1,724	2,291	2,219
Health sciences	78,927	74,968	56,328	6,120	9,431	3,089
Humanities	47,417	38,787	34,854	2,075	663	1,195
Natural sciences	60,347	48,620	40,246	3,803	2,293	2,277
Social sciences	40,241	46,014	37,209	2,802	2,807	3,197
Other fields	48,488	44,047	36,711	3,061	2,681	1,594

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

8/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

10/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.2--Income for full-time regular faculty with different sources of income, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty with other income from institution 1/				Full-time regular faculty with consulting income 2/				Full-time regular faculty with other outside income 3/			
	Number	Percent of total 4/	Mean 5/	Total earned income 6/	Number	Percent of total 4/	Mean 5/	Total earned income 6/	Number	Percent of total 4/	Mean 5/	Total earned income 6/
All institutions 7/	258,162	53	6,795	49,018	203,665	42	7,886	58,168	138,866	28	8,412	54,735
By type and control												
Public research	45,917	48	9,241	62,148	52,969	55	7,188	66,193	29,940	31	6,914	64,937
Private research	19,454	50	19,544	82,138	23,880	61	11,490	83,605	12,110	31	17,119	80,730
Public doctoral 8/	25,619	48	7,718	53,132	24,331	45	14,210	67,683	13,310	25	7,117	59,148
Private doctoral 9/	7,357	33	6,122	50,936	11,259	51	10,264	60,902	4,472	20	6,652	66,734
Public comprehensive	51,059	55	4,570	43,288	35,278	38	5,063	45,659	26,252	28	6,075	48,003
Private comprehensive	21,415	61	4,128	40,939	13,252	38	11,894	50,273	8,499	24	13,169	52,280
Liberal arts	19,995	51	3,099	34,520	12,566	32	2,850	34,764	10,218	26	5,620	36,081
Public two-year 10/	57,721	63	4,668	39,664	21,659	24	2,921	42,091	26,149	28	8,527	43,959
Other 11/	8,009	54	5,271	43,316	7,443	50	6,860	48,319	5,691	39	9,946	51,082
Four-year institutions	190,816	50	7,499	52,222	173,535	46	8,577	60,789	104,801	28	8,279	58,021
By program area												
Agriculture and home economics	3,555	33	2,582	41,186	3,880	36	3,976	49,995	1,577	14	5,927	47,596
Business	16,550	68	7,191	54,557	12,201	50	10,496	59,625	7,528	31	8,103	58,145
Education	16,463	67	5,829	43,814	11,541	47	4,637	48,129	6,346	26	6,418	49,542
Engineering	9,503	51	9,687	60,030	9,541	51	8,123	66,747	5,198	28	11,113	62,862
Fine arts	12,379	50	3,452	39,759	13,573	55	4,184	42,547	8,860	36	6,208	44,956
Health sciences	22,949	29	21,050	92,080	43,341	55	17,175	83,778	20,294	26	12,012	78,056
Humanities	24,626	52	3,995	39,437	15,640	33	2,010	45,108	14,310	30	3,959	44,937
Natural sciences	33,604	56	6,829	50,500	21,715	36	6,374	58,058	17,565	29	7,823	57,730
Social sciences	22,673	56	4,972	44,808	20,314	50	5,561	54,217	10,091	25	12,748	58,750
Other fields	28,515	59	5,205	46,790	21,788	45	5,967	53,200	13,031	27	5,932	53,290

1/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

2/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

3/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

4/ The proportion of faculty with this type of income.

5/ The mean amount of income received by faculty with this type of income.

6/ The mean total income of faculty with this type of income.

7/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

8/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

10/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

11/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.3--Consulting income for full-time regular faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Consulting income (in percents)				
	Number	Percent	Zero income from consulting	$1 to 749	$750 to 2,499	$2,500 to 9,999	$10,000 or more
All institutions 1/	488,922	100	58	13	10	10	9
By type and control							
Public research	96,115	100	45	16	12	15	12
Private research	39,136	100	39	13	15	14	19
Public doctoral 2/	53,742	100	55	13	11	10	12
Private doctoral 3/	22,107	100	49	13	9	11	17
Public comprehensive	93,144	100	62	14	10	8	6
Private comprehensive	35,160	100	62	12	8	8	9
Liberal arts	39,086	100	68	16	6	8	3
Public two-year 4/	91,559	100	76	8	7	7	2
Other 5/	14,778	100	50	13	10	16	11
Four-year institutions	378,490	100	54	14	10	11	10
By program area							
Agriculture and home economics	10,912	100	64	10	10	10	5
Business	24,329	100	50	8	11	13	18
Education	24,464	100	53	19	12	10	6
Engineering	18,577	100	49	7	10	16	18
Fine arts	24,789	100	45	17	14	18	7
Health sciences	78,927	100	45	15	12	9	19
Humanities	47,417	100	67	16	8	7	1
Natural sciences	60,347	100	64	12	8	8	8
Social sciences	40,241	100	50	18	11	13	8
Other fields	48,488	100	55	13	10	13	8

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.4--Mean income for part-time regular faculty, by source of income, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
	Number	Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
All institutions 6/	175,466	33,841	6,829	465	6,241	20,306
By type and control						
Public research	10,163	40,478	16,193	905	8,730	14,650
Private research	8,466	65,449	11,367	272	6,465	47,345
Public doctoral 7/	7,280	34,002	8,749	661	6,884	17,708
Private doctoral 8/	10,428	65,764	10,858	869	26,681	27,355
Public comprehensive	21,659	29,153	7,662	412	6,158	14,920
Private comprehensive	9,842	31,207	5,097	200	4,156	21,755
Liberal arts	12,917	24,242	5,807	520	3,308	14,606
Public two-year 9/	80,814	28,131	4,465	428	4,352	18,886
Other 10/	12,032	39,960	8,004	294	3,954	27,708
Four-year institutions	80,754	39,013	9,025	532	8,529	20,925
By program area						
Agriculture and home economics	..	..	..	..	..	..
Business	5,219	40,634	6,175	116	7,572	26,771
Education	4,233	25,901	6,298	116	2,787	16,700
Engineering	..	..	..	..	..	..
Fine arts	8,506	23,549	8,786	666	4,929	9,168
Health sciences	17,214	66,958	12,557	679	21,855	31,868
Humanities	8,598	15,587	8,736	616	506	5,730
Natural sciences	10,073	32,089	9,785	829	2,613	18,862
Social sciences	5,693	31,132	6,499	289	3,746	20,597
Other fields	16,577	41,126	6,767	426	8,751	25,183

.. Too few cases for a reliable estimate.

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of part-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools. Income data could not be reported for a single respondent, representing 123 faculty in the universe.

8/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

10/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.5--Income for part-time regular faculty with different sources of income, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty with other income from institution 1/				Part-time regular faculty with consulting income 2/				Part-time regular faculty with other outside income 3/			
	Number	Percent of total 4/	Mean 5/	Total earned income 6/	Number	Percent of total 4/	Mean 5/	Total earned income 6/	Number	Percent of total 4/	Mean 5/	Total earned income 6/
All institutions 7/	34,499	20	2,363	27,150	61,998	35	17,664	38,454	119,987	68	29,695	39,622
By type and control												
Public research	2,112	21	--	--	4,362	43	20,341	41,408	4,897	48	30,405	45,279
Private research	907	11	--	--	3,758	44	--	--	5,998	71	66,831	80,001
Public doctoral 8/	2,021	28	--	--	3,494	48	--	--	3,968	55	32,487	40,372
Private doctoral 9/	--	--	--	--	6,161	59	--	--	--	--	--	--
Public comprehensive	3,333	15	2,679	24,208	8,583	40	15,340	34,496	14,014	65	23,061	34,876
Private comprehensive	1,165	12	--	--	4,480	46	9,128	29,492	6,799	69	31,493	37,978
Liberal arts	4,293	33	--	--	5,524	43	7,737	31,631	9,007	70	20,946	30,431
Public two-year 10/	15,316	19	2,260	19,304	20,281	25	17,343	30,635	56,802	70	26,869	34,453
Other 11/	2,325	19	--	--	4,756	40	--	--	10,013	83	33,294	41,246
Four-year institutions	16,469	20	2,610	31,300	36,362	45	18,943	41,560	52,061	64	32,458	45,324
By program area												
Agriculture and home economics	301	24	--	--	--	--	--	--	483	39	--	--
Business	467	9	--	--	1,981	38	--	--	3,798	73	--	--
Education	519	12	--	--	1,459	34	8,087	36,852	3,152	74	22,430	29,302
Engineering	148	4	--	--	--	--	--	--	--	--	--	--
Fine arts	2,010	24	--	--	6,376	75	6,576	21,911	5,989	70	13,022	27,795
Health sciences	3,870	22	--	--	8,605	50	--	--	8,859	51	61,923	86,880
Humanities	2,681	31	1,975	13,853	2,151	25	2,021	18,763	4,883	57	10,090	17,796
Natural sciences	1,888	19	--	--	3,758	37	--	--	6,422	64	29,584	41,228
Social sciences	623	11	--	--	2,148	38	--	--	3,969	70	--	--
Other fields	3,962	24	--	--	7,888	48	18,389	39,315	12,259	74	34,052	44,565

-- Too few cases for a reliable estimate.

1/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

2/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

3/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

4/ The proportion of faculty with this type of income.

5/ The mean amount of income received by faculty with this type of income.

6/ The mean total income of faculty with this type of income.

7/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

8/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

10/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

11/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.6--Consulting income for part-time regular faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Consulting income (in percents)				
	Number	Percent	Zero income from consulting	$1 to 749	$750 to 2,499	$2,500 to 9,999	$10,000 or more
All institutions 1/	175,466	100	65	7	6	8	15
By type and control							
Public research	10,163	100	57	6	6	7	23
Private research	8,466	100	56	5	11	5	23
Public doctoral 2/	7,280	100	52	3	10	20	15
Private doctoral 3/	10,428	100	41	0	4	12	43
Public comprehensive	21,659	100	60	7	11	7	15
Private comprehensive	9,842	100	54	11	15	12	8
Liberal arts	12,917	100	57	7	9	10	16
Public two-year 4/	80,814	100	75	6	2	5	11
Other 5/	12,032	100	60	14	3	17	6
Four-year institutions	80,754	100	55	6	10	10	20
By program area							
Agriculture and home economics	..	..	..	..	..	..	..
Business	5,219	100	62	3	3	11	22
Education	4,233	100	66	8	8	11	6
Engineering	..	..	..	..	..	..	..
Fine arts	8,506	100	25	16	17	26	16
Health sciences	17,214	100	50	2	4	6	39
Humanities	8,598	100	75	13	8	3	1
Natural sciences	10,073	100	63	4	3	15	15
Social sciences	5,693	100	62	4	16	7	10
Other fields	16,577	100	52	4	15	5	24

.. Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools. Income data could not be reported for a single respondent, representing 123 faculty in the universe.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.7--Mean income for full- and part-time regular faculty, by source of income, gender, and academic rank: Fall 1987

Gender and academic rank	Regular faculty	Total earned income	Source of income: Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
	Number	Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
Full-time						
All institutions 6/	488,922	48,701	39,439	3,588	3,285	2,389
By gender						
Male	355,517	53,318	42,322	3,996	4,124	2,876
Female	133,405	36,398	31,755	2,501	1,049	1,093
By academic rank						
Professor 7/	161,523	62,182	50,562	3,867	4,966	2,788
Associate professor	115,844	50,191	39,446	4,933	3,798	2,014
Assistant professor	111,403	40,214	32,580	2,973	2,522	2,138
Instructor	56,175	32,403	27,133	2,204	643	2,423
Lecturer	7,807	31,171	26,657	1,235	1,162	2,118
Other ranks 8/	4,219	45,424	40,332	1,406	974	2,713
Part-time						
All institutions 6/	175,466	33,841	6,829	465	6,241	20,306
By gender						
Male	98,780	43,828	6,958	418	7,930	28,523
Female	76,687	20,977	6,663	525	4,067	9,722
By academic rank						
Professor 7/	8,131	46,641	17,606	547	4,829	23,658
Associate professor	6,192	45,125	14,020	174	10,689	20,242
Assistant professor	14,654	57,698	11,966	323	21,327	24,082
Instructor	100,839	31,665	4,583	439	4,748	21,895
Lecturer	24,319	29,386	6,957	437	4,379	17,612
Other ranks 8/	--	--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes distinguished/named professors.

8/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.8--Mean income for full-time regular faculty, by source of income, combined gender and academic rank: Fall 1987

Gender and academic rank	Full-time regular faculty	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
	Number	Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
All institutions 6/	488,922	48,701	39,439	3,588	3,285	2,389
By gender and rank						
Male professors 7/	142,418	64,007	51,555	3,995	5,441	3,016
Female professors 7/	19,105	48,582	43,157	2,916	1,421	1,088
Male associate professors	88,001	52,741	40,839	4,977	4,523	2,402
Female associate professors	27,843	42,131	35,045	4,792	1,504	790
Male assistant professors	68,439	44,173	34,243	3,757	3,451	2,721
Female assistant professors	42,964	33,908	29,933	1,725	1,042	1,208
Male instructors	31,499	35,469	28,610	2,744	819	3,297
Female instructors	24,676	28,489	25,249	1,516	418	1,306
Male lecturers	3,360	36,449	28,095	1,442	2,377	4,535
Female lecturers	4,446	27,182	25,570	1,078	243	291
Male other ranks 8/	--	--	--	--	--	--
Female other ranks 8/	--	--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes distinguished/named professors.

8/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.9--Income for full- and part-time regular faculty with different sources of income, by gender and academic rank: Fall 1987

Gender and academic rank	Regular faculty with other income from institution 1/				Regular faculty with consulting income 2/				Regular faculty with other outside income 3/			
	Number	Percent of total 4/	Mean 5/	Total earned income 6/	Number	Percent of total 4/	Mean 5/	Total earned income 6/	Number	Percent of total 4/	Mean 5/	Total earned income 6/
Full-time												
All institutions 7/	258,162	53	6,795	49,018	203,665	42	7,886	38,168	138,866	28	8,412	34,735
By gender												
Male	194,502	53	7,304	52,729	157,435	44	9,313	63,329	109,937	31	9,299	38,803
Female	63,660	48	5,241	37,678	46,230	35	3,028	39,910	28,928	22	3,040	39,273
By academic rank												
Professor 8/	83,538	52	7,477	61,074	82,729	51	9,695	70,732	34,059	33	8,329	69,660
Associate professor	62,753	54	9,106	51,948	53,814	46	8,175	58,287	30,647	26	7,615	51,956
Assistant professor	57,278	51	5,783	40,626	40,339	36	6,966	46,432	23,398	23	9,376	44,242
Instructor	29,537	53	4,192	35,597	14,546	26	2,483	34,984	15,862	28	8,580	36,789
Lecturer	3,288	42	2,931	31,204	2,931	38	3,094	35,660	2,110	27	--	--
Other ranks 9/	2,238	53	--	--	931	22	--	--	729	17	--	--
Part-time												
All institutions 7/	34,499	20	2,363	27,130	61,998	35	17,664	38,454	119,987	68	29,695	39,622
By gender												
Male	14,744	15	2,798	42,516	33,146	34	23,632	47,441	77,271	78	36,463	47,473
Female	19,755	26	2,038	15,682	28,852	38	10,809	28,130	42,717	56	17,433	25,419
By academic rank												
Professor 8/	1,238	13	--	--	2,924	36	13,428	30,338	5,264	65	36,344	50,992
Associate professor	810	13	--	--	3,074	50	--	--	2,817	45	--	--
Assistant professor	2,523	17	--	--	7,754	53	40,305	58,761	7,555	52	46,709	66,962
Instructor	20,139	20	2,196	23,899	30,548	30	15,673	33,777	74,291	74	29,719	37,809
Lecturer	3,792	16	2,803	27,586	9,906	41	10,751	35,046	17,843	73	24,003	34,742
Other ranks 9/	--	--	--	--	--	--	--	--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

2/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

3/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

4/ The proportion of faculty with this type of income.

5/ The mean amount of income received by faculty with this type of income.

6/ The mean total income of faculty with this type of income.

7/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

8/ Includes distinguished/named professors.

9/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.10--Consulting income for full- and part-time regular faculty, by gender and academic rank: Fall 1987

Type and control of institution, and department program area	Regular faculty		Consulting income (in percents)				
	Number	Percent	Zero income from consulting	$1 to 749	$750 to 2,499	$2,500 to 9,999	$10,000 or more
Full-time							
All institutions 1/	488,922	100	58	13	10	10	9
By gender							
Male	355,517	100	56	12	10	12	11
Female	133,405	100	65	16	9	6	4
By academic rank							
Professor 2/	161,523	100	49	14	10	15	13
Associate professor	115,844	100	54	13	12	10	12
Assistant professor	111,403	100	64	14	8	8	6
Instructor	56,175	100	74	9	9	7	1
Lecturer	7,807	100	62	10	14	10	4
Other ranks 3/	4,219	100	78	7	6	3	6
Part-time							
All institutions 1/	175,466	100	65	7	6	8	15
By gender							
Male	98,780	100	66	5	5	7	17
Female	76,687	100	62	9	7	10	12
By academic rank							
Professor 2/	8,131	100	64	9	4	8	15
Associate professor	6,192	100	50	3	2	13	32
Assistant professor	14,654	100	47	1	6	12	34
Instructor	100,839	100	70	8	5	6	11
Lecturer	24,319	100	59	8	10	5	17
Other ranks 3/	--	--	--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 4: Current Activities

This section presents data describing the 1987 fall term workload of full- and part-time regular faculty--mean hours at the institution, mean hours at other paid activities, and mean hours of unpaid professional services--and how they allocated their time across the basic dimensions of teaching, research, administration, and other activities. This information is described by institutional type, program area, gender, and academic rank.

Workload

During the 1987 fall term, full-time regular faculty at higher education institutions averaged 46 hours per week on the job, 4 hours per week on other paid activities, and 3 hours per week providing unpaid professional services --a total of 53 hours per week (table 4.1). The mean hours at the institution accounted for 87 percent of the total workload, mean hours of paid outside work accounted for 7 percent of the workload, and mean hours of unpaid professional service accounted for 6 percent of the workload.[8]

Part-time regular faculty worked an average of 14 hours per week at the academic institution being surveyed, 27 hours per week on other paid activities, and 2 hours per week on unpaid professional services, for a total of 43 hours per week (table 4.2). Thus, even though they worked only part-time at the institution, the average part-time faculty member worked full time, albeit a lower average number of hours per week than the full-time faculty member. In contrast to full-time faculty, part-timers' hours at the institution accounted for, on the average, only 33 percent of the workload, whereas paid outside work accounted for 63 percent. Unpaid professional service activities accounted for 5 percent of the workload, about the same as for full-time faculty.

Differences in Workload by Type of Institution

For full-time faculty, the mean hours worked at the institution surveyed varied slightly by type of institution, with those in public and private research universities and in public doctoral institutions putting in higher than average hours at their institution (52, 50, and 49 hours per week, respectively). Full-time faculty in private doctoral institutions, liberal

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[8]Many, perhaps most, colleges and universities encourage their full-time faculty to spend some amount of time for consulting and professional service with the expectation that a faculty member will become more visible within the profession, thereby enhancing the reputation of the institution. In this light, the university would consider all 53 hours per week to be part of a faculty member's "workload."

arts colleges, and comprehensive institutions indicated an average work week at the institution of between 44 and 47 hours. Those in two-year colleges averaged 40 hours per week, less than at any of the four-year schools. Little difference existed between full-time faculty in different types of institutions on mean hours of other paid activities or mean hours of unpaid professional service.

For part-time faculty, there were only two differences between the overall means and those for each type of institution. Those in public research universities spent more than the average amount of time at the academic institution (24 versus 14 hours) but less than average at other paid activities (18 versus 27 hours).

Differences in Workload by Program Area

Although some differences in reported workload for full-time faculty existed between the four-year school overall averages and the various program areas, the differences were not large. Education and fine arts faculty reported higher than average hours per week at the institution (45 and 44, respectively, versus 48 hours for four-year schools overall), but both also reported more than average weekly hours elsewhere--at other paid activities for fine arts faculty (6 versus 3 hours) and at unpaid professional services for education faculty (4 versus 3 hours). Other areas of divergence from the four-year school overall means for full-time faculty were lower than average hours at other paid activities for agriculture/home economics and humanities faculty and lower than average hours of unpaid professional services for health sciences faculty.

The workload of part-time faculty appears to vary across program areas more than that for full-time faculty, but only humanities faculty were statistically different from the overall four-year school means--higher on hours at the institution (22 versus 17) and lower on hours at other paid activities (13 versus 24).

Differences in Workload by Gender

Among full-time faculty, differences in workload between men and women were small but statistically significant (table 4.3). Men averaged slightly more hours per week at the institution than did women (47 versus 44). The average total workload for full-time male faculty members was 53 hours per week, compared to 50 for women.

In contrast, the average part-time male faculty spent fewer hours per week at the institution than did part-time female faculty (12 versus 16), but almost double the number of hours working on paid external activities (34 versus 19). Because of the large difference in outside paid activities, the average total workload for part-time male faculty was considerably greater than that for part-time female faculty (48 versus 38 hours).

Differences in Workload by Academic Rank

Full-time faculty in all academic ranks averaged about the same number of hours per week working on paid and unpaid external activities. Within the tenure-track ranks--assistant through full professor--there was no appreciable variation in mean hours worked at the academic institution. Full-time faculty in the nontenure-track ranks (instructor and lecturer), however, averaged approximately 20 percent less time working at the institution during a typical week than did those in the tenure-track ranks (40 to 42 hours versus 48 hours).

Part-time faculty appear to follow a similar pattern, but the differences among the ranks were not statistically significant. There also were no appreciable differences among part-time faculty in different academic ranks by the mean hours spent on paid outside activities and on unpaid professional service.

Time Allocation

Survey respondents were asked to estimate the percentage of their total working hours (i.e., the workload categories presented above) that they spent on each of 13 activities during the 1987 fall term. For this report, the 13 activities are divided into four generic categories as follows:

- Teaching: Teaching, advising, or supervising students; grading papers, preparing courses, developing new curricula, etc.
- Research: Research; scholarship; preparing or reviewing articles or books; attending or preparing for professional meetings or conferences, etc.; seeking outside funding (including proposal writing).
- Administration: Administrative activities (including paperwork; staff supervision; serving on in-house committees, such as the academic senate, etc.).
- Other: Working with student organizations or intramural athletics; giving performances or exhibitions in the fine or applied arts, or speeches; taking courses, pursuing an advanced degree; other professional development activities, such as practice or other activities to remain current in one's field; providing legal or medical services or psychological counseling to clients or patients; outside consulting or freelance work, working at self-owned business; paid or unpaid community or public service (civic, religious, etc.); other employment, any other activities.

Table 4.4 presents the mean distribution of time as estimated by full-time regular faculty across these four sets of activities, by type and control of institution and by program area. Table 4.5 presents the analogous data for part-time regular faculty.

Full-time faculty at higher education institutions nationwide spent somewhat more than one-half of their time (56 percent) on teaching and similar proportions (about 15 percent each) on research, administration, and "other" activities. Part-time faculty also spent slightly more than one-half of their time (59 percent) on teaching, but the remainder was distributed very differently from that of full-time faculty. For part-timers, an average of only 4 percent each was spent on research and on administration, whereas 34 percent was spent on "other" activities (including other jobs).

Differences in Time Allocation by Type of Institution

Among full-time faculty in each of the types of institutions, teaching was the activity to which the largest portion of their time was devoted. Nevertheless, there was substantial variation across types of institutions in percentage of time spent on teaching and research activities. Full-time faculty in research and doctoral institutions spent lower than average amounts of time on teaching activities (39 to 47 percent) and higher than average amounts of time on research (22 to 30 percent). Conversely, full-time faculty at comprehensive, liberal arts, and public two-year schools spent more time than average on teaching (62 to 71 percent) and less than average on research (3 to 11 percent). Faculty in public two-year schools also spent less time than average on administrative activities (10 percent); otherwise, the percentages of time that full-time faculty spent on administration and "other" activities were similar across institutional types.

Part-time faculty in research and doctoral institutions also appear to have spent less time teaching than their counterparts in most other four- and two-year institutions, but these differences were not statistically significant. Part-timers in public two-year schools, on the other hand, spent a higher than average proportion of their time in teaching activities (67 percent). Part-time faculty in all types of institutions spent a substantial portion of their time on "other" activities. Those in public two-year schools spent less time than average on other activities (29 percent), whereas those in private doctoral institutions spent more time than average (51 percent).

Differences in Time Allocation by Program Area

Full-time faculty in the various program areas showed quite varied work patterns. The most striking (but not surprising) divergence from the overall four-year school proportions was that health science faculty spent a considerably lower than average proportion of their time in teaching activities (34 versus 52 percent) and higher than average proportion of their time on "other" activities (26 versus 15 percent). In contrast, education and humanities faculty, spent higher than average proportions of their time on teaching (58 and 61 percent, respectively) and somewhat less than average time on research (12 and 17 percent, respectively, compared to the four-year

school average of 20 percent). Fine arts faculty were distinctive in their lower than average time on research (10 percent) and higher than average time on "other" activities (including performances and exhibitions) (23 percent) (table 4.4).

Among part-time faculty, there were few statistically significant differences between the overall four-year school proportions and the various program areas' proportions. An exception was that humanities part-time faculty spent a considerably higher than average proportion of their time on teaching activities (73 percent versus 54 percent for all four-year-school program areas) and only about one-half as much time as the average on "other" activities (18 versus 36 percent) (table 4.5).

Differences in Time Allocation by Gender

As shown in table 4.6, full-time female faculty spent a higher percentage of their time on teaching (61 versus 54 percent) and a lower percentage of their time on research (12 versus 18 percent) than their male counterparts. These differences reflected at least in part the relatively high representation of women in public two-year schools, where the focus is on teaching, and their relatively low representation in research universities, where there is more emphasis on research (see table 2.5). The differences tended to hold true across the three professorial ranks, although the differences between male and female associate professors were not statistically significant (table 4.7). The percentages of time spent on administration and on "other" activities were very similar for both sexes.

Among part-time faculty, women spent a higher percentage of their time than men on teaching (62 versus 57 percent) and a lower percentage on "other" activities (30 versus 37 percent). Male and female part-time faculty did not differ appreciably in the proportion of time spent on research or administrative activities.

Differences in Time Allocation by Academic Rank

Full-time faculty who were assistant professors spent somewhat more of their time on teaching activities than did associate or full professors (56 percent versus 53 and 51 percent, respectively). The biggest differences across academic ranks, however, were between the three traditional tenure-track ranks (assistant through full professor) and the nontenure-track ranks of instructor and lecturer. Those in the tenure-track ranks spent roughly one-half of their time (51 to 56 percent) in teaching activities, whereas those in the nontenure-track ranks spent about two-thirds of their time (66 to 68 percent) in teaching activities.

Among part-time faculty, assistant and associate professors (but not full professors) allocated considerably less time to teaching than instructors and lecturers (41 and 36 percent, respectively, versus 62 and 63 percent). Full

professors spent an average of 61 percent of their time on teaching, but this percentage was not statistically significantly different from the figures for associate and assistant professors. Similarly, apparently sizeable differences among academic ranks in time spent on "other" activities were not statistically significant.

Table 4.1--Mean number of hours worked by full-time regular faculty, by type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty	Mean hours at this institution	Mean hours at other paid activities	Mean hours of unpaid professional services
All institutions 1/	489,164	46	4	3
By type and control				
Public research	96,228	52	3	2
Private research	39,136	50	4	2
Public doctoral 2/	53,871	49	3	2
Private doctoral 3/	22,107	46	5	2
Public comprehensive	93,144	46	3	3
Private comprehensive	35,160	44	4	3
Liberal arts	39,086	47	3	2
Public two-year 4/	91,559	40	4	3
Other 5/	14,778	43	5	2
Four-year institutions	378,732	48	3	3
By program area				
Agriculture and home economics	10,912	50	2	2
Business	24,329	46	5	3
Education	24,464	45	3	4
Engineering	18,682	49	4	2
Fine arts	24,789	44	6	3
Health sciences	78,927	51	4	2
Humanities	47,426	48	2	3
Natural sciences	60,347	49	3	2
Social sciences	40,369	48	3	3
Other fields	48,488	46	4	3

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.2--Mean number of hours worked by part-time regular faculty, by type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty	Mean hours at this institution	Mean hours at other paid activities	Mean hours of unpaid professional services
All institutions 1/	175,589	14	27	2
By type and control				
Public research	10,163	24	18	3
Private research	8,466	15	34	2
Public doctoral 2/	7,403	21	19	2
Private doctoral 3/	10,428	15	35	3
Public comprehensive	21,659	17	23	4
Private comprehensive	9,842	11	24	1
Liberal arts	12,917	15	21	2
Public two-year 4/	80,814	12	28	2
Other 5/	12,032	11	38	2
Four-year institutions	80,877	17	24	3
By program area				
Agriculture and home economics	--	--	--	--
Business	5,219	11	30	5
Education	4,233	16	22	2
Engineering	--	--	--	--
Fine arts	8,506	18	18	2
Health sciences	17,214	17	25	2
Humanities	8,598	22	13	2
Natural sciences	10,073	16	23	2
Social sciences	5,693	15	25	4
Other fields	16,577	14	31	3

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.3--Mean number of hours worked by full- and part-time regular faculty, by gender and academic rank: Fall 1987

Gender and academic rank	Faculty	Mean hours at this institution	Mean hours at other paid activities	Mean hours of unpaid professional services
Full-time				
All institutions 1/	489,164	46	4	3
By gender				
Male	355,621	47	4	2
Female	133,414	44	3	3
By academic rank				
Professor 2/	161,757	48	4	3
Associate professor	115,844	48	4	3
Assistant professor	111,412	48	3	2
Instructor	56,175	40	4	3
Lecturer	7,807	42	4	2
Other 3/	4,219	41	2	2
Part-time				
All institutions 1/	175,589	14	27	2
By gender				
Male	98,780	12	34	2
Female	76,687	16	19	3
By academic rank				
Professor 2/	8,131	19	25	3
Associate professor	6,315	18	23	2
Assistant professor	14,654	19	26	4
Instructor	100,839	12	28	2
Lecturer	24,319	16	26	2
Other 3/	--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.4--Percentage distribution of full-time regular faculty, by time allocation, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Percentage of time spent			
			Teaching	Research	Administration	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	489,164	100	56	16	13	15
By type and control						
Public research	96,228	100	43	29	14	14
Private research	39,136	100	40	30	14	16
Public doctoral 2/	53,871	100	47	22	14	17
Private doctoral 3/	22,107	100	39	27	13	20
Public comprehensive	93,144	100	62	11	13	14
Private comprehensive	35,160	100	62	9	14	15
Liberal arts	39,086	100	65	8	14	13
Public two-year 4/	91,559	100	71	3	10	15
Other 5/	14,778	100	59	9	15	17
Four-year institutions	378,732	100	52	20	14	15
By program area						
Agriculture and home economics	10,912	100	46	28	14	13
Business	24,329	100	57	17	12	14
Education	24,464	100	58	12	16	14
Engineering	18,682	100	56	21	11	11
Fine arts	24,789	100	54	10	12	23
Health sciences	78,927	100	34	25	16	26
Humanities	47,426	100	61	17	14	9
Natural sciences	60,347	100	56	24	12	8
Social sciences	40,369	100	54	21	14	11
Other fields	48,488	100	58	14	14	14

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.5--Percentage distribution of part-time regular faculty, by time allocation, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Percentage of time spent			
			Teaching	Research	Administration	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	175,589	100	59	4	4	34
By type and control						
Public research	10,163	100	49	9	8	35
Private research	8,466	100	40	11	7	42
Public doctoral 2/	7,403	100	52	9	5	34
Private doctoral 3/	10,428	100	41	3	5	51
Public comprehensive	21,659	100	63	5	3	29
Private comprehensive	9,842	100	56	2	3	39
Liberal arts	12,917	100	62	4	3	32
Public two-year 4/	80,814	100	67	2	3	29
Other 5/	12,032	100	41	2	2	55
Four-year institutions	80,877	100	54	6	4	36
By program area						
Agriculture and home economics	--	--	--	--	--	--
Business	5,219	100	58	5	1	36
Education	4,233	100	67	3	6	24
Engineering	--	--	--	--	--	--
Fine arts	8,506	100	47	4	2	46
Health sciences	17,214	100	41	5	6	47
Humanities	8,598	100	73	5	4	18
Natural sciences	10,073	100	59	9	9	23
Social sciences	5,693	100	61	6	3	29
Other fields	16,577	100	48	6	2	44

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.6--Percentage distribution of full- and part-time regular faculty, by time allocation, gender and academic rank: Fall 1987

Gender and academic rank	Faculty		Percentage of time spent			
	Number	Percent	Teaching Percent	Research Percent	Administration Percent	Other Percent
Full-time						
All institutions 1/	489,164	100	56	16	13	15
By gender						
Male	355,621	100	54	18	13	15
Female	133,414	100	61	12	13	15
By academic rank						
Professor 2/	161,757	100	51	20	16	13
Associate professor	115,844	100	53	19	13	15
Assistant professor	111,412	100	56	18	10	16
Instructor	56,175	100	68	5	10	17
Lecturer	7,807	100	66	8	10	16
Other 3/	4,219	100	42	8	26	24
Part-time						
All institutions 1/	175,589	100	59	4	4	34
By gender						
Male	98,780	100	57	3	3	37
Female	76,687	100	62	4	4	30
By academic rank						
Professor 2/	8,131	100	61	11	8	20
Associate professor	6,315	100	36	9	6	49
Assistant professor	14,654	100	41	4	4	51
Instructor	100,839	100	62	3	3	32
Lecturer	24,319	100	63	5	2	31
Other 3/	--	--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 4.7--Percentage distribution of full-time regular faculty, by time allocation, combined gender and academic rank: Fall 1987

Gender and academic rank	Full-time regular faculty		Percentage of time spent			
			Teaching	Research	Administration	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	489,164	100	56	16	13	15
By gender and rank						
Male professors 2/	142,523	100	50	20	16	14
Female professors 2/	19,105	100	58	15	17	10
Male associate professors	88,001	100	52	20	13	15
Female associate professors	27,843	100	54	16	14	16
Male assistant professors	68,439	100	54	20	10	16
Female assistant professors	42,973	100	59	14	11	15
Male instructors	31,499	100	67	6	9	18
Female instructors	24,676	100	70	4	11	16
Male lecturers	3,360	100	62	8	8	22
Female lecturers	4,446	100	69	9	11	10
Male other ranks 3/	--	--	--	--	--	--
Female other ranks 3/	--	--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 5: Job Satisfaction

In this section, we present findings regarding full- and part-time regular faculty members' satisfaction on a variety of job related issues, such as authority to make various kinds of decisions; quality of students, colleagues, and institutional, department, and union leadership; job security; workload; salary; and so on. Findings are presented by institutional type, program area, gender, and academic rank.

In each of the tables in this section, the 29 questionnaire items are listed in apparent descending order of overall percentages of faculty (i.e., all full- and part-time regular faculty across all higher education institutions) who were somewhat or very satisfied rather than in the order in which they appeared on the questionnaire. The complete wording of each item may be seen in the questionnaire (question 19) that is attached as appendix C to this report.

The findings presented are percentages who were somewhat or very satisfied, with ratings given on a scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied." Respondents who selected the "does not apply" option for a given item were excluded from the calculations of these percentages.

Ratings Across All Institutions

Full-Time Faculty

Of the 29 issues covered (table 5.1), the one that produced the highest overall proportion of satisfied full-time faculty was "the authority I have to make decisions about content and methods in the courses I teach" (96 percent somewhat or very satisfied). Other issues about which the vast majority of full-time faculty were at least somewhat satisfied were:

- Freedom to do outside consulting (89 percent).
- Authority to make decisions about what courses they teach (88 percent).
- Quality of colleagues in their department or program (84 percent).
- Their job overall (85 percent).
- Job security (84 percent).

There was a wide range of issues with which from 70 to 79 percent of full-time faculty were somewhat or very satisfied:

- The quality of their graduate students (79 percent).[9]

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[9]Not applicable to 42 percent of full-time faculty.

- Time available for working with students as an advisor or mentor (79 percent).
- The overall reputation of their institution (78 percent).
- Authority they had to make decisions about noninstructional aspects of their job (76 percent).
- Benefits, generally (76 percent).
- Institutional mission or philosophy (74 percent).
- Work load (73 percent).
- Spouse employment opportunities in the geographic area (73 percent).[10]
- The mix of their responsibilities (teaching, research, administration, service) (72 percent).
- The spirit of cooperation among faculty in the institution (70 percent).

Only 60 to 69 percent of the full-time faculty were somewhat or very satisfied on the following issues:

- The quality of leadership in their department/program (69 percent).
- Opportunity for their advancement in rank at their institution (69 percent).
- The quality of faculty leadership (e.g., Academic Senate, Faculty Council) at their institution (68 percent).
- The quality of undergraduate students whom they have taught at this institution (67 percent).
- Interdepartmental cooperation at the institution (63 percent).
- Quality of union leadership at the institution (61 percent).[11]
- Teaching assistance received (60 percent).
- Availability of support services and equipment (including clerical support, personal computers, etc.) (60 percent).

On the following issues, almost as many faculty indicated dissatisfaction as those who indicated satisfaction. Fifty to 59 percent of the full-time faculty said they were somewhat or very satisfied with the following:

- Their salary (58 percent).
- The quality of chief administrative officers at their campus (57 percent).
- The relationship between administration and faculty at their institution (54 percent).

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[10]Not applicable to 34 percent of full-time faculty.

[11]Not applicable to 69 percent of full-time faculty.

- The quality of their research facilities and support (54 percent).[12]
- Research assistance received (50 percent).[13]

Part-Time Faculty

On all but nine of the 29 items rated, higher percentages of part-time than full-time faculty indicated that they were somewhat or very satisfied (table 5.2). On three items, full- and part-time faculty had essentially equivalent proportions of satisfied faculty: authority about noninstructional aspects of the job, quality of union leadership, and salary. On six items, a smaller proportion of part-timers were satisfied than full-timers. Most of these items relate to aspects of the job on which part-time faculty are widely considered to be relatively disadvantaged. In descending order of the difference between the full- and the part-time percentages who were somewhat or very satisfied, these items are: benefits, generally (76 percent of full-timers versus 40 percent of part-timers), job security (84 versus 56), opportunity for advancement in rank (69 versus 41), authority about what courses one teaches (88 versus 76), time for advising/mentoring students (79 versus 69), and authority about course content and method (96 versus 93). Although all of these differences are statistically significant, the first three are particularly noteworthy.

Differences by Type of Institution

Among full-time regular faculty, those at public comprehensive institutions stood out as the least likely to be satisfied on the various issues covered. This group had lower than average percentages who were somewhat or very satisfied on 15 of the 29 items and no items with higher than average percentages. In contrast, faculty in no other type of institution had below-average percentages reporting satisfaction on more than two items.

Compared to the overall percentages, smaller proportions of faculty in public comprehensive institutions were satisfied with the teaching and research support they received (or did not receive) to help them do their work. Smaller proportions also were satisfied with their authority to make decisions about what courses they taught; the reputation of their institution and its mission or philosophy; department and institutional cooperation; the quality of their colleagues, their undergraduates, and the faculty leadership; the mix of their responsibilities; and their workload.

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[12]Not applicable to 17 percent of full-time faculty.

[13]Not applicable to 40 percent of full-time faculty.

Full-time faculty in public two-year colleges were the most likely to be satisfied on the various issues covered. They had higher than average percentages who were somewhat or very satisfied on 9 of the 29 items. Items on which they had relatively high proportions included satisfaction with the quality of their colleagues, their job overall, workload, their institution's mission or philosophy, their required mix of activities, departmental and faculty leadership, and salary. They had lower than average percentages who were satisfied regarding their authority to make decisions about noninstructional aspects of their jobs.

In the other types of institutions, most of the percentages of full-time faculty who were at least somewhat satisfied on the various dimensions covered did not differ from the overall percentages. Some notable exceptions were as follows:

- Liberal arts faculty had higher than average percentages who were satisfied about their institutional mission, faculty cooperation, and faculty leadership, but lower than average percentages were satisfied with their workload.

- Faculty in public research institutions had relatively high proportions (compared to the overall averages) who were satisfied with the teaching and research assistance they received and the quality of their research facilities and support.

- Considerably higher than average percentages of faculty in private research institutions were satisfied with the overall reputation of their institution. These faculty also had relatively high proportions who were satisfied with the quality of their research facilities and support.

- Public doctoral institutions had fewer than average faculty who were satisfied with the reputation of their institution and departmental leadership.

- Faculty in private comprehensive institutions tended to be more satisfied than average with their institutional mission, but lower than average percentages were satisfied with their benefits and their salary.

For the most part, differences in percentages of part-time faculty indicating some level of satisfaction in the various types of institutions were not statistically significant.

Differences by Program Area

In the four-year school program areas, full-time faculty who were in health sciences were the most likely to indicate satisfaction with the various issues covered, and those in the fine arts were the least likely to

indicate satisfaction. Health sciences faculty had above average percentages who were satisfied on 10 of the 29 items, whereas fine arts faculty ratings were below the overall average on 9. Conversely, there were no items on which health sciences' ratings were below average, and none on which fine arts' ratings were above average.

The areas in which health sciences faculty had relatively high percentages indicating satisfaction were: their overall job, the reputation of their institution and its mission or philosophy, their workload, the quality of their students, the quality of leadership provided by the faculty and the chief administrative officers, department cooperation, and the quality of their research facilities and support.

Below-average percentages of fine arts faculty were satisfied with the quality of their colleagues and their undergraduate students, their workload, their salary, their authority to make decisions about noninstructional aspects of their job, and the availability and quality of research and teaching assistance and other support services, facilities, and equipment.

Faculty in the humanities and social sciences also had lower than average percentages who were satisfied on a number of items. For humanities faculty, items on which they had relatively low percentages were the reputation of their institution, their workload, and the mix of their responsibilities. Items on which social sciences faculty had relatively low percentages were the reputation and mission of their institution, faculty leadership, and interdepartmental cooperation. Social sciences faculty, however, were above average in the percentage who were satisfied with their job security.

Even more than was the case in the analysis of part-time faculty by type of institution, the analysis of part-timers by program area suffered from small sample sizes and large standard errors. Many of the cells were not presented because they had fewer than 30 cases.

Differences by Gender

Among full-time regular faculty, larger percentages of men than women were somewhat or very satisfied on 13 of the 29 items, whereas larger percentages of women were satisfied on only 3 items (table 5.3). The proportion of men and women indicating satisfaction did not differ significantly on 13 of the items. None of the statistically significant differences was very large. (The only difference larger than ten percentage points was on satisfaction with research assistance received--53 percent of men were satisfied compared to 39 percent of women.) Some of the other items on which men had somewhat higher percentages who were satisfied were opportunity for advancement in rank, job security, workload, required mix of responsibilities, quality of research facilities and support, and teaching assistance received.

Slightly higher percentages of women than men were satisfied with their

spouse's employment opportunities in the area, their benefits, and the quality of faculty leadership. Interestingly, in spite of the fact that men tended to have higher salaries than women, as discussed in section 3, men and women did not differ in the proportion satisfied with their salary, nor did they differ in the proportion satisfied with their overall job.

Among part-time faculty, there were fewer statistically significant differences between men and women (table 5.3). On all 7 items where there were statistically significant differences, there were larger percentages of men than women who were satisfied. Unlike the findings with the full-time faculty, all of these differences were appreciable. Items on which there were differences were: opportunity for advancement (50 percent of men versus 30 percent of women somewhat or very satisfied), job security (63 versus 47 percent), salary (63 versus 47 percent), benefits (46 versus 33 percent), authority to make decisions about noninstructional issues (79 versus 67 percent), relationship between administration and faculty (77 versus 65 percent), and workload (92 versus 80 percent).

Differences by Tenure Status

For analyses of faculty responses by tenure status,[14] four categories of tenure status were used:

- No tenure system: faculty who indicated that there was no tenure system at their institution. (Almost all of these faculty were in two-year colleges or religious or other nonmedical specialized institutions.)
- Nontenure track: faculty who indicated that there was no tenure system for their faculty status or that they were not on a tenure track.
- Nontenured: faculty who were on a tenure track but not yet tenured.
- Tenured faculty.

Across the 29 job satisfaction items, the nontenured faculty were the most likely to have lower than average percentages who were satisfied (lower than average on nine items), and there were no items on which this group had a higher percentage than average (table 5.3).

Large differences among the tenure groups were found on job security. Only 52 percent of nontenure-track faculty were somewhat or very satisfied on

[14]Only full-time faculty were analyzed by tenure status, because among the part-time faculty all but about 100 respondents fell into the "no tenure system" or nontenure-track categories.

this dimension, compared with 66 percent of nontenured faculty, 76 percent of no-tenure-system faculty, and almost all (97 percent) of tenured faculty. Other issues on which higher percentages than average of tenured faculty were satisfied were: their job overall, freedom to do outside consulting, authority to make instruction-related decisions, the mix of their responsibilities, and (rather interestingly) advancement opportunity.

Interestingly, the no-tenure-system faculty and/or the nontenure-track faculty were more likely to indicate satisfaction than their tenure-track and tenured colleagues with issues related to institutional quality, mission, and cooperation, but they were considerably less likely to indicate satisfaction with their opportunity for advancement.

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Authority I have to make decisions about content of courses		Freedom to do outside consulting		Authority I have to make decisions about what courses I teach		Quality of colleagues in my department/program	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	485,760	96	401,995	89	479,530	88	487,195	84
By type and control								
Public research	94,974	95	82,736	88	93,987	89	96,093	84
Private research	38,490	96	33,801	92	37,591	90	38,933	87
Public doctoral 3/	53,517	95	44,725	88	52,899	87	53,871	80
Private doctoral 4/	22,107	99	18,013	90	21,104	94	22,107	85
Public comprehensive	92,977	95	77,463	88	92,621	84	93,015	79
Private comprehensive	34,891	96	29,553	88	33,566	88	35,131	85
Liberal arts	38,755	97	29,265	91	38,529	91	38,952	85
Public two-year 5/	91,360	96	69,697	91	90,572	89	90,439	88
Other 6/	14,623	99	13,283	92	14,623	91	14,615	93
Four-year institutions	375,711	96	315,557	89	370,298	88	378,100	83
By program area								
Agriculture and home economics	10,857	98	9,819	92	10,828	90	10,900	84
Business	24,329	95	22,159	85	24,152	83	24,329	80
Education	24,308	94	21,978	89	24,146	84	24,462	85
Engineering	18,682	96	17,943	94	18,531	86	18,682	85
Fine arts	24,789	96	22,257	89	24,438	88	24,724	75
Health sciences	76,691	95	67,878	83	73,189	89	78,927	88
Humanities	47,350	97	30,102	90	47,219	89	47,262	82
Natural sciences	60,347	94	50,134	93	59,617	88	60,347	84
Social sciences	40,280	97	31,924	90	40,280	90	40,369	76
Other fields	48,078	98	41,363	90	47,899	88	48,099	82

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My job here overall		My job security		Overall reputation of the institution		My work load	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	488,692	85	483,453	84	488,253	78	487,225	73
By type and control								
Public research	96,019	85	95,353	87	95,832	81	95,346	76
Private research	39,136	88	38,660	79	39,077	91	38,965	79
Public doctoral 3/	53,871	82	53,225	81	53,720	69	53,803	71
Private doctoral 4/	22,107	86	21,153	81	22,107	80	22,107	81
Public comprehensive	93,122	82	92,261	84	93,131	69	93,020	65
Private comprehensive	35,160	84	34,610	84	35,139	75	35,036	67
Liberal arts	39,044	85	38,412	82	38,916	78	38,916	64
Public two-year 5/	91,361	90	90,928	87	91,460	82	91,160	79
Other 6/	14,778	85	14,778	79	14,778	76	14,778	76
Four-year institutions	378,458	84	373,673	84	377,920	76	377,192	71
By program area								
Agriculture and home economics	10,912	90	10,882	82	10,912	83	10,912	77
Business	24,329	83	24,046	78	24,329	83	24,329	76
Education	24,421	85	24,113	82	24,464	81	24,278	68
Engineering	18,682	84	18,538	86	18,682	77	18,614	73
Fine arts	24,789	76	24,525	80	24,708	68	24,789	65
Health sciences	78,718	90	77,555	81	78,491	85	78,106	77
Humanities	47,404	82	46,929	85	47,395	72	47,365	63
Natural sciences	60,347	81	59,589	84	60,176	70	60,113	72
Social sciences	40,369	82	40,105	89	40,369	66	40,198	66
Other fields	48,488	83	47,390	85	48,395	79	48,488	73

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Institutional mission or philosophy		Quality of graduate students whom I have taught here		Authority to make decisions about other aspects of my job		Time available for working with student as advisor, mentor	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	482,685	74	280,942	79	483,716	76	481,995	79
By type and control								
Public research	94,074	69	88,099	79	95,259	79	94,657	78
Private research	37,827	79	36,305	86	38,909	81	38,083	83
Public doctoral 3/	53,376	65	45,080	76	53,208	72	52,258	76
Private doctoral 4/	21,817	78	18,633	83	21,853	82	21,992	85
Public comprehensive	92,659	68	58,423	72	92,450	74	92,132	77
Private comprehensive	34,945	81	14,157	75	34,457	76	34,630	80
Liberal arts	38,937	85	3,469	92	38,128	79	38,820	79
Public two-year 5/	90,254	82	7,205	95	90,790	70	90,767	78
Other 6/	14,778	76	9,225	87	14,639	76	14,584	82
Four-year institutions	373,635	72	264,166	78	374,264	77	372,572	79
By program area								
Agriculture and home economics	10,837	81	8,675	80	10,882	84	10,882	79
Business	24,028	72	17,006	71	23,928	77	23,949	80
Education	24,354	76	19,369	85	24,347	74	24,157	74
Engineering	18,579	67	15,031	72	18,598	76	18,524	77
Fine arts	24,465	66	14,755	69	24,543	69	24,512	73
Health sciences	77,642	81	65,668	89	78,366	77	76,314	80
Humanities	46,802	70	25,696	73	46,297	77	46,692	80
Natural sciences	59,404	67	41,065	75	59,527	79	59,719	80
Social sciences	39,913	63	28,839	70	39,968	76	40,060	76
Other fields	47,610	77	28,060	79	47,808	78	47,763	80

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

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5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Spouse employment opportunities in this geographic area		Required mix of teaching, service, and administration		Quality of leadership in my department/program		Spirit of cooperation among institution faculty	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	320,830	73	473,664	72	481,565	69	487,191	70
By type and control								
Public research	66,623	67	94,921	74	95,085	69	95,841	70
Private research	25,803	79	38,997	77	38,897	70	38,713	73
Public doctoral 3/	37,590	69	53,140	66	53,160	64	53,574	69
Private doctoral 4/	14,431	74	21,899	79	21,739	66	22,107	67
Public comprehensive	62,686	70	91,640	64	92,177	65	92,983	60
Private comprehensive	20,908	78	34,232	67	34,320	74	35,160	69
Liberal arts	24,496	71	38,350	66	37,444	73	38,894	77
Public two-year 5/	57,230	80	82,345	80	90,660	75	91,154	75
Other 6/	8,653	90	14,330	72	14,221	74	14,670	78
Four-year institutions	252,537	71	373,180	70	372,822	68	377,272	68
By program area								
Agriculture and home economics	7,842	74	10,871	76	10,831	70	10,912	79
Business	16,088	68	23,712	69	24,329	70	24,329	59
Education	16,256	76	24,022	66	24,376	67	24,427	64
Engineering	12,602	64	18,497	73	18,624	70	18,599	68
Fine arts	15,403	74	24,567	68	24,248	61	24,747	62
Health sciences	51,539	77	78,102	72	77,958	68	78,679	76
Humanities	29,863	69	46,467	64	46,655	69	47,211	68
Natural sciences	42,764	68	59,295	72	58,872	67	60,176	69
Social sciences	28,366	67	39,984	67	39,002	68	40,266	60
Other fields	31,814	70	47,664	70	47,928	69	47,926	69

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

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4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

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Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My benefits, generally		Quality of undergraduates whom I have taught		Quality of faculty leadership		Opportunity for my advancement in rank	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	486,331	76	441,715	67	471,482	68	415,976	69
By type and control								
Public research	96,124	77	84,339	71	93,193	68	82,867	72
Private research	38,967	80	30,617	77	36,591	73	32,517	73
Public doctoral 3/	53,777	73	44,805	66	53,030	63	46,716	69
Private doctoral 4/	22,107	79	17,002	76	21,255	76	19,093	74
Public comprehensive	93,144	76	90,314	59	91,007	61	83,287	64
Private comprehensive	35,060	67	33,567	67	34,307	63	30,773	72
Liberal arts	38,833	72	38,664	69	37,459	75	34,157	74
Public two-year 5/	91,559	81	87,309	65	88,317	75	71,860	64
Other 6/	14,750	82	11,097	69	13,593	72	11,972	74
Four-year institutions	378,013	75	339,307	67	366,842	67	329,410	70
By program area								
Agriculture and home economics	10,912	82	10,474	64	10,861	82	9,877	78
Business	24,329	71	23,540	67	23,748	55	22,011	68
Education	24,464	73	21,294	81	23,515	67	21,271	62
Engineering	18,682	82	18,682	73	18,511	67	15,776	68
Fine arts	24,776	77	24,527	59	24,185	63	21,911	71
Health sciences	78,679	79	51,920	81	75,525	78	69,131	73
Humanities	47,243	74	47,048	60	46,105	66	41,362	70
Natural sciences	60,139	74	58,781	62	57,729	61	51,639	70
Social sciences	40,369	72	38,673	58	39,504	58	34,418	72
Other fields	48,421	75	44,369	70	47,138	67	42,014	67

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

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6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Availability of support services and equipment		Interdepartmental cooperation at this institution		Teaching assistance that I receive		Quality of union leadership at this institution	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	487,407	60	482,047	63	327,066	60	151,813	61
By type and control								
Public research	95,738	62	94,638	63	77,633	68	21,413	50
Private research	38,871	62	38,691	68	30,482	72	--	--
Public doctoral 3/	53,706	57	52,897	61	40,872	57	9,953	61
Private doctoral 4/	22,093	59	22,050	57	17,470	72	--	--
Public comprehensive	92,945	50	92,055	53	65,067	46	44,778	59
Private comprehensive	35,085	39	34,959	64	22,671	58	3,419	43
Liberal arts	38,916	67	38,651	67	20,237	60	6,586	79
Public two-year 5/	91,246	66	90,748	68	41,369	60	59,466	66
Other 6/	14,778	51	14,054	67	9,326	66	--	--
Four-year institutions	377,335	58	373,939	61	274,431	60	88,487	59
By program area								
Agriculture and home economics	10,912	57	10,715	73	8,641	60	2,325	66
Business	24,329	63	23,973	53	19,862	60	3,760	52
Education	24,403	61	24,105	56	17,989	56	6,902	75
Engineering	18,682	55	18,682	64	16,490	63	4,449	57
Fine arts	24,789	44	24,598	55	16,456	47	6,573	52
Health sciences	78,679	60	78,352	69	53,807	68	10,688	65
Humanities	47,244	60	46,652	59	27,290	54	13,463	67
Natural sciences	59,347	58	59,176	62	49,452	65	15,577	49
Social sciences	40,283	57	39,709	51	31,983	56	12,026	57
Other fields	48,488	61	48,038	62	32,459	60	10,722	53

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

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6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Quality of chief administrative officers at campus		Relationship between administration and faculty		My salary	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	485,485	57	486,616	54	488,175	58
By type and control						
Public research	95,208	53	95,547	55	96,228	60
Private research	38,445	59	38,663	58	38,884	59
Public doctoral 3/	53,181	58	53,832	56	53,792	54
Private doctoral 4/	21,968	72	21,361	51	22,107	58
Public comprehensive	92,961	52	92,996	51	93,144	56
Private comprehensive	35,063	56	35,031	51	35,017	49
Liberal arts	38,916	65	38,916	62	38,805	54
Public two-year 5/	90,993	58	91,398	54	91,411	66
Other 6/	14,670	60	14,778	55	14,778	58
Four-year institutions	375,743	57	376,345	54	377,977	56
By program area						
Agriculture and home economics	10,912	63	10,912	65	10,912	65
Business	23,837	60	24,329	61	24,329	54
Education	24,428	55	24,195	56	24,464	48
Engineering	18,505	57	18,682	55	18,682	67
Fine arts	24,755	55	24,658	52	24,776	46
Health sciences	77,811	66	77,889	60	78,679	64
Humanities	47,270	53	47,155	49	47,290	54
Natural sciences	59,905	48	39,864	49	60,055	55
Social sciences	39,978	49	40,246	49	40,369	53
Other fields	48,341	59	48,415	57	48,421	55

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

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5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (concluded)

Type and control of institution, and department program area	Quality of research facilities and support		Research assistance that I receive	
	Number	Percent 1/	Number	Percent 1/
All institutions 2/	406,388	54	294,730	50
By type and control				
Public research	91,936	65	79,454	60
Private research	37,111	69	30,599	66
Public doctoral 3/	50,881	54	41,514	49
Private doctoral 4/	20,922	65	18,467	54
Public comprehensive	85,104	37	62,481	36
Private comprehensive	29,735	43	19,108	43
Liberal arts	32,950	52	16,374	46
Public two-year 5/	43,421	53	18,034	44
Other 6/	12,300	47	7,833	41
Four-year institutions	348,639	54	267,998	51
By program area				
Agriculture and home economics	10,092	56	8,914	56
Business	22,496	53	19,113	46
Education	22,019	49	16,982	45
Engineering	17,057	47	14,920	53
Fine arts	22,569	40	14,036	40
Health sciences	73,639	65	59,741	56
Humanities	44,705	50	29,234	46
Natural sciences	55,197	55	41,442	54
Social sciences	38,053	52	33,775	52
Other fields	42,012	53	29,840	48

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Authority I have to make decisions about content of courses		Freedom to do outside consulting		Authority I have to make decisions about what courses I teach		Quality of colleagues in my department/program	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	167,939	93	104,371	97	140,353	76	167,550	90
By type and control								
Public research	8,783	91	7,400	98	7,676	71	10,100	86
Private research	8,466	88	6,085	100	7,368	78	7,889	96
Public doctoral 3/	7,125	84	4,660	96	4,909	88	7,329	90
Private doctoral 4/	10,277	86	--	--	--	--	10,428	100
Public comprehensive	20,816	96	12,899	100	17,779	69	20,300	88
Private comprehensive	9,372	91	5,246	99	8,593	83	8,677	90
Liberal arts	12,642	94	8,721	99	10,558	85	12,854	82
Public two-year 5/	76,855	93	42,807	94	62,571	76	76,339	90
Other 6/	11,737	97	8,607	100	11,006	65	11,807	97
Four-year institutions	77,481	91	51,493	99	64,989	77	77,576	90
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	4,591	98	--	--	--	--	4,446	98
Education	3,938	93	2,222	97	3,075	80	4,136	90
Engineering	--	--	--	--	--	--	--	--
Fine arts	8,460	97	5,753	99	7,128	67	8,357	87
Health sciences	15,644	82	10,984	99	13,022	73	17,214	93
Humanities	8,529	89	4,601	98	7,449	70	8,401	85
Natural sciences	9,876	95	7,824	100	7,585	83	9,717	93
Social sciences	5,693	96	--	--	--	--	4,983	81
Other fields	16,067	93	10,963	99	15,018	83	15,557	86

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My job here overall		My job security		Overall reputation of the institution		My work load	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	174,563	89	142,591	56	173,671	89	166,041	87
By type and control								
Public research	10,163	91	8,912	57	10,163	83	10,106	92
Private research	8,466	95	7,193	70	8,466	99	8,357	94
Public doctoral 3/	7,403	80	6,780	55	7,168	90	7,068	92
Private doctoral 4/	10,428	91	9,151	70	10,428	93	10,428	90
Public comprehensive	20,925	86	18,174	41	21,429	89	19,685	83
Private comprehensive	9,842	92	6,913	58	9,672	88	8,606	89
Liberal arts	12,835	84	10,876	57	12,843	78	12,463	88
Public two-year 5/	80,649	91	64,946	59	79,632	93	75,519	87
Other 6/	11,987	80	8,158	40	12,003	79	12,032	71
Four-year institutions	80,061	88	67,998	56	80,168	88	76,713	89
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	5,219	100	--	--	5,219	99	4,790	97
Education	4,233	94	2,983	56	4,153	90	4,084	92
Engineering	--	--	--	--	--	--	--	--
Fine arts	8,460	78	7,341	47	8,506	84	7,779	68
Health sciences	16,535	92	14,059	75	17,214	87	16,257	94
Humanities	8,507	75	7,515	36	8,496	85	8,487	82
Natural sciences	10,073	92	8,150	51	10,073	82	8,761	95
Social sciences	5,693	90	--	--	5,564	96	5,640	86
Other fields	16,577	89	15,438	52	16,179	89	16,150	89

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Institutional mission or philosophy		Quality of graduate students whom I have taught here		Authority to make decisions about other aspects of my job		Time available for working with student as advisor, mentor	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	166,753	86	49,415	90	129,060	74	135,657	69
By type and control								
Public research	9,750	72	5,948	87	8,052	71	9,256	82
Private research	8,317	82	5,950	99	7,636	80	7,973	83
Public doctoral 3/	7,098	77	--	--	5,718	71	5,694	57
Private doctoral 4/	10,210	80	--	--	--	--	--	--
Public comprehensive	19,442	79	7,191	87	14,344	67	15,742	71
Private comprehensive	9,035	85	3,301	91	6,507	75	6,401	75
Liberal arts	12,482	84	--	--	8,884	70	10,220	73
Public two-year 5/	76,846	92	12,284	87	59,505	77	59,748	68
Other 6/	11,737	91	6,065	88	9,124	56	10,231	59
Four-year institutions	76,334	80	30,675	92	58,843	73	63,912	71
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	5,219	100	--	--	--	--	--	--
Education	3,681	92	2,008	92	3,012	83	2,331	76
Engineering	--	--	--	--	--	--	--	--
Fine arts	7,618	73	--	--	7,543	61	6,955	72
Health sciences	17,063	75	10,144	99	13,304	71	14,925	64
Humanities	8,135	84	1,364	85	6,773	72	7,307	77
Natural sciences	9,557	70	--	--	5,737	65	7,315	90
Social sciences	4,865	77	--	--	--	--	--	--
Other fields	15,549	82	--	--	12,740	81	13,031	67

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Spouse employment opportunities in this geographic area		Required mix of teaching, service, and administration		Quality of leadership in my department/program		Spirit of cooperation among institution faculty	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	73,587	81	92,840	84	168,723	78	161,137	85
By type and control								
Public research	5,165	84	8,035	83	9,850	69	9,833	64
Private research	--	--	5,840	85	7,864	80	7,869	82
Public doctoral 3/	3,086	72	4,042	83	7,403	67	7,028	67
Private doctoral 4/	--	--	--	--	10,277	89	10,084	94
Public comprehensive	9,441	84	9,847	69	21,177	80	19,533	79
Private comprehensive	2,997	99	4,102	87	8,923	84	8,481	82
Liberal arts	4,119	75	7,680	92	12,703	71	12,701	83
Public two-year 5/	38,483	79	41,172	88	76,880	79	71,815	91
Other 6/	--	--	5,444	76	11,810	68	11,957	80
Four-year institutions	30,191	82	44,725	82	78,197	77	75,529	79
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	--	--	--	--	4,980	90	--	--
Education	1,406	78	2,243	82	4,082	81	3,562	87
Engineering	--	--	--	--	--	--	--	--
Fine arts	--	--	5,272	85	7,832	59	7,949	66
Health sciences	--	--	10,718	77	16,956	78	16,306	77
Humanities	3,728	77	4,894	84	8,519	75	8,032	72
Natural sciences	4,627	80	--	--	9,759	78	9,645	87
Social sciences	--	--	--	--	5,611	80	5,301	80
Other fields	6,677	91	9,691	88	15,694	75	15,818	83

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My benefits, generally		Quality of undergraduates whom I have taught		Quality of faculty leadership		Opportunity for my advancement in rank	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	109,748	40	157,723	78	136,055	80	110,968	41
By type and control								
Public research	7,644	62	8,636	80	9,219	80	7,801	54
Private research	7,211	42	6,882	64	6,974	83	6,737	46
Public doctoral 3/	5,568	43	6,816	65	6,148	82	4,976	36
Private doctoral 4/	--	--	8,676	89	--	--	--	--
Public comprehensive	15,017	51	19,443	70	15,863	79	14,710	28
Private comprehensive	5,452	35	8,459	78	6,713	78	5,019	55
Liberal arts	9,104	31	12,769	79	9,293	80	8,423	41
Public two-year 5/	46,998	33	74,537	80	63,276	83	48,186	40
Other 6/	5,895	32	9,639	89	10,174	58	6,980	36
Four-year institutions	55,376	47	71,680	75	60,898	81	54,277	42
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	--	--	4,820	74	--	--	--	--
Education	2,585	57	3,180	93	3,109	77	2,127	55
Engineering	--	--	--	--	--	--	--	--
Fine arts	6,528	31	8,506	63	5,972	81	5,952	27
Health sciences	11,916	59	13,428	70	13,363	81	12,616	57
Humanities	7,070	40	8,539	73	7,308	75	6,200	33
Natural sciences	6,765	49	9,252	73	7,918	80	5,480	34
Social sciences	--	--	4,809	75	--	--	--	--
Other fields	10,115	27	15,199	82	11,121	78	11,381	31

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

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6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Availability of support services and equipment		Interdepartmental cooperation at this institution		Teaching assistance that I receive		Quality of union leadership at this institution	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	166,376	69	137,682	73	78,194	74	43,250	74
By type and control								
Public research	9,900	68	9,408	57	5,981	91	--	--
Private research	7,863	69	6,556	81	5,403	80	--	--
Public doctoral 3/	7,264	60	6,502	55	3,332	73	--	--
Private doctoral 4/	9,002	42	--	--	--	--	--	--
Public comprehensive	19,895	70	15,014	71	7,762	73	8,255	80
Private comprehensive	8,788	72	7,365	67	3,564	73	--	--
Liberal arts	12,731	71	12,121	68	6,279	72	--	--
Public two-year 5/	78,099	75	61,306	79	36,005	71	25,040	74
Other 6/	10,967	41	10,053	62	--	--	--	--
Four-year institutions	75,443	66	64,519	68	36,358	77	13,596	75
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Business	5,029	82	--	--	--	--	--	--
Education	4,036	73	2,780	80	1,129	80	--	--
Engineering	--	--	--	--	--	--	--	--
Fine arts	7,340	59	6,934	55	--	--	--	--
Health sciences	14,960	58	14,875	60	8,404	85	--	--
Humanities	8,266	67	7,339	62	3,525	64	2,013	74
Natural sciences	9,816	75	7,552	73	--	--	--	--
Social sciences	5,567	62	--	--	--	--	--	--
Other fields	15,727	64	13,755	71	8,601	71	--	--

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

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5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Quality of chief administrative officers at campus		Relationship between administration and faculty		My salary	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
All institutions 2/	163,212	77	158,234	72	169,222	56
By type and control						
Public research	9,354	66	8,951	61	9,475	64
Private research	8,251	68	8,118	64	8,466	39
Public doctoral 3/	7,225	69	6,448	67	7,324	52
Private doctoral 4/	9,301	89	10,084	72	9,491	47
Public comprehensive	17,547	65	17,636	66	20,682	56
Private comprehensive	9,236	86	8,247	74	9,601	47
Liberal arts	12,750	75	12,644	70	12,882	46
Public two-year 5/	75,949	81	72,794	77	77,479	64
Other 6/	11,763	76	11,477	66	11,987	39
Four-year institutions	73,663	73	72,127	68	77,920	51
By program area						
Agriculture and home economics	--	--	--	--	--	--
Business	4,330	81	4,544	75	5,129	53
Education	3,931	80	3,276	80	4,172	58
Engineering	--	--	--	--	--	--
Fine arts	7,216	62	7,304	58	8,460	48
Health sciences	15,978	75	16,150	66	15,079	37
Humanities	8,075	64	7,802	63	8,531	45
Natural sciences	9,353	78	9,050	72	10,008	70
Social sciences	4,620	68	--	--	5,693	71
Other fields	15,477	73	15,023	65	16,084	41

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

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5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (concluded)

Type and control of institution, and department program area	Quality of research facilities and support		Research assistance that I receive	
	Number	Percent 1/	Number	Percent 1/
All institutions 2/	75,608	67	32,100	61
By type and control				
Public research	6,208	71	3,350	72
Private research	4,751	66	--	--
Public doctoral 3/	3,633	59	--	--
Private doctoral 4/	--	--	--	--
Public comprehensive	10,573	51	3,781	36
Private comprehensive	3,932	54	--	--
Liberal arts	5,362	63	--	--
Public two-year 5/	30,142	81	11,740	76
Other 6/	--	--	--	--
Four-year institutions	39,329	61	18,167	55
By program area				
Agriculture and home economics	--	--	--	--
Business	--	--	--	--
Education	1,648	56	--	--
Engineering	--	--	--	--
Fine arts	5,430	66	--	--
Health sciences	8,310	66	--	--
Humanities	5,080	55	1,675	54
Natural sciences	--	--	--	--
Social sciences	--	--	--	--
Other fields	5,840	53	--	--

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987

Gender and tenure status	Authority I have to make decisions about content of courses		Freedom to do outside consulting		Authority I have to make decisions about what courses I teach		Quality of colleagues in my department/program	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time								
All institutions 2/	485,760	96	401,995	89	479,530	88	487,195	64
By gender								
Male	353,555	96	298,300	89	349,552	89	354,138	85
Female	132,077	94	103,567	90	129,849	85	132,929	83
By tenure status								
No tenure system at institution	43,278	94	35,672	87	42,956	87	43,107	91
No tenure system for faculty status/ not on tenure track	46,774	94	36,636	85	42,887	82	47,863	88
On tenure track but not tenured	103,822	95	84,228	86	103,827	84	105,149	81
Tenured	291,773	97	245,355	92	289,746	90	290,963	84
Part-time								
All institutions 2/	167,939	93	104,371	97	140,353	76	167,550	90
By gender								
Male	94,112	92	60,580	98	76,794	78	94,193	90
Female	73,703	94	43,669	96	63,436	74	73,233	91

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 3.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	My job here overall		My job security		Overall reputation of the institution		My work load	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time								
All institutions 2/	488,692	85	483,453	84	488,253	78	487,225	73
By gender								
Male	355,191	86	351,659	86	354,796	77	354,718	75
Female	133,372	84	131,665	79	133,328	80	132,378	67
By tenure status								
No tenure system at institution	43,553	83	43,463	76	43,595	78	43,534	72
No tenure system for faculty status/ not on tenure track	47,770	83	44,506	52	47,808	88	46,830	80
On tenure track but not tenured	105,450	81	104,482	66	105,282	75	105,450	68
Tenured	291,806	87	290,889	97	291,453	77	291,298	74
Part-time								
All institutions 2/	174,563	89	142,591	56	173,671	89	166,041	87
By gender								
Male	97,926	92	81,266	63	97,617	90	91,747	92
Female	76,514	86	61,202	47	75,930	89	74,171	80

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Institutional mission or philosophy		Quality of graduate students whom I have taught here		Authority to make decisions about other aspects of my job		Time available for working with student as advisor, mentor	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time								
All institutions 2/	482,685	74	280,942	79	483,716	76	481,995	79
By gender								
Male	351,780	73	222,940	79	352,321	77	350,598	80
Female	130,776	77	57,874	80	131,266	73	131,268	74
By tenure status								
No tenure system at institution	42,627	83	10,527	92	42,842	72	43,399	74
No tenure system for faculty status/ not on tenure track	46,582	79	23,219	93	45,796	79	45,446	81
On tenure track but not tenured	103,447	73	62,294	70	104,784	76	103,807	75
Tenured	289,915	73	184,789	79	290,181	76	289,229	80
Part-time								
All institutions 2/	166,753	86	49,415	90	129,060	74	135,657	69
By gender								
Male	94,115	85	33,048	90	70,323	79	77,623	70
Female	72,513	87	16,367	91	58,612	67	57,911	68

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Spouse employment opportunities in this geographic area		Required mix of teaching, service, and administration		Quality of leadership in my department/program		Spirit of cooperation among institution faculty	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time								
All institutions 2/	320,830	73	473,664	72	481,565	69	487,191	70
By gender								
Male	249,698	72	347,038	74	349,439	71	354,178	70
Female	71,003	77	126,497	64	131,997	65	132,885	70
By tenure status								
No tenure system at institution	29,051	82	40,173	72	42,669	73	43,190	77
No tenure system for faculty status/ not on tenure track	29,468	75	43,508	77	47,979	73	47,653	71
On tenure track but not tenured	71,138	67	104,490	64	104,501	66	104,917	67
Tenured	191,173	74	285,378	73	286,302	70	291,327	70
Part-time								
All institutions 2/	73,387	81	92,840	84	169,723	78	161,137	85
By gender								
Male	42,048	80	54,393	85	94,659	79	90,326	85
Female	31,416	82	38,325	84	73,942	75	70,688	84

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	My benefits, generally		Quality of undergraduates whom I have taught		Quality of faculty leadership		Opportunity for my advancement in rank	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time								
All institutions 2/	488,331	76	441,715	67	471,482	68	415,976	69
By gender								
Male	355,126	75	318,427	66	343,087	66	297,459	72
Female	133,077	80	123,159	68	128,266	74	118,516	62
By tenure status								
No tenure system at institution	43,481	79	38,961	65	40,021	75	34,926	'59
No tenure system for faculty status/ not on tenure track	47,597	82	40,552	76	45,569	77	41,580	41
On tenure track but not tenured	105,214	73	93,533	63	100,715	67	102,975	72
Tenured	291,926	77	268,556	67	285,063	66	236,381	74
Part-time								
All institutions 2/	109,748	40	157,723	78	136,055	80	110,968	41
By gender								
Male	60,258	46	87,550	79	76,930	78	60,771	50
Female	49,367	33	70,049	77	59,003	84	50,075	30

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Availability of support services and equipment		Interdepartmental cooperation at this institution		Teaching assistance that I receive		Quality of union leadership at this institution	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time								
All institutions 2/	487,407	60	482,047	63	327,066	60	151,813	61
By gender								
Male	354,189	61	350,455	63	247,628	62	102,557	59
Female	133,090	57	131,463	62	79,310	55	49,256	65
By tenure status								
No tenure system at institution	43,534	63	43,000	72	23,502	56	14,419	59
No tenure system for faculty status/ not on tenure track	47,625	66	46,686	67	30,674	72	9,711	57
On tenure track but not tenured	105,141	54	103,833	57	70,552	57	24,234	67
Tenured	290,994	60	288,424	62	202,329	61	103,449	61
Part-time								
All institutions 2/	166,376	69	137,682	73	78,194	74	43,250	74
By gender								
Male	91,261	72	74,871	76	49,122	74	23,931	72
Female	74,992	65	62,689	69	29,072	73	19,319	77

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Quality of chief administrative officers at campus		Relationship between administration and faculty		My salary	
	Number	Percent 1/	Number	Percent 1/	Number	Percent 1/
Full-time						
All institutions 2/	485,485	57	486,616	54	488,175	58
By gender						
Male	352,902	57	353,492	55	354,851	59
Female	132,455	58	132,995	53	133,195	56
By tenure status						
No tenure system at institution	43,175	64	43,461	58	43,509	61
No tenure system for faculty status/ not on tenure track	47,169	63	47,412	60	47,687	54
On tenure track but not tenured	104,150	57	104,133	54	105,171	56
Tenured	290,878	55	291,496	53	291,695	59
Part-time						
All institutions 2/	163,212	77	158,234	72	169,222	56
By gender						
Male	93,082	80	90,121	77	94,834	63
Female	70,007	73	67,991	65	74,265	47

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (concluded)

Gender and tenure status	Quality of research facilities and support		Research assistance that I receive	
	Number	Percent 1/	Number	Percent 1/
Full-time				
All institutions 2/	406,388	54	294,730	50
By gender				
Male	305,532	56	229,075	53
Female	100,728	47	65,526	39
By tenure status				
No tenure system at institution	26,419	54	13,420	41
No tenure system for faculty status/ not on tenure track	35,652	58	23,546	40
On tenure track but not tenured	97,458	49	72,889	48
Tenured	246,745	55	184,771	53
Part-time				
All institutions 2/	75,608	67	32,100	61
By gender				
Male	41,175	64	20,239	67
Female	34,310	70	11,861	50

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Section 6: Plans for the Future

The questionnaire asked respondents, "During the next three years, how likely is it that you will leave this job to do the following--retire, seek or accept a (different) part-time job, [and] seek or accept a (different) full-time job?" The response scale for each of the three components of the question was "not at all likely," "somewhat likely," and "very likely." Below we discuss, first, percentages of faculty who had any plans to leave their job (that is, either to leave or to pursue another job). Next, we discuss the three types of expectations--retirement, other full-time job, and other part-time job--separately.

General Expectations to Depart

Twenty-three percent of the full-time regular faculty reported that they were "very likely" to leave their job during the next three years (i.e., by Fall 1990), either to retire or to pursue (seek or accept) other employment (table 6.1). One-third (33 percent) of part-time regular faculty reported similar expectations (table 6.2).

None of the institutional types or program areas differed significantly from the overall percentages of faculty who expected to depart their jobs. However, as might be expected, there were considerable differences by tenure status and age group (table 6.3). Among full-time faculty, 35 percent of those not on tenure track at institutions with tenure systems anticipated departure during the next three years, compared to 20 percent of tenured faculty and 25 percent of tenure-track (nontenured) faculty.

Across the age groups, full-time faculty in the 45 to 54 and 55 to 59 groups were less likely to anticipate departure than their younger or older colleagues. Only 13 and 18 percent of those aged 45 to 54 and 55 to 59, respectively, expected to leave their job during the next three years, as compared to 38 percent of those under 30 years of age, 24 percent of those aged 30 to 44, 36 percent of those aged 60 to 64, and 66 percent of those aged 65 and older.

Part-time faculty produced a similar pattern of results, except that the two middle-age groups (45 to 54 and 55 to 59) were statistically significantly different from only the youngest (under 30) and oldest (65 plus) groups. About one-quarter of the middle-age groups (23 to 25 percent) expected to leave their job in the next three years, versus 61 percent of the youngest group and 52 percent of the oldest. Unlike the full-time faculty, among part-timers, the youngest group stood out as considerably more likely than average to expect to leave their job.

Plans for Retirement

Retirement during the next three years was anticipated (that is,

considered "very likely") by 7 percent of both full- and part-time regular faculty. Among full-time faculty, those in private research and private comprehensive institutions were somewhat less likely than the overall average to retire (4 and 5 percent, respectively), while those in education were quite a bit more likely than average to retire (13 percent). Among part-time faculty, the likelihood of retirement was lower than average among those in private doctoral institutions (1 percent) and higher than average among those in public research universities (27 percent). (A large standard error makes this 27 percent less impressive than it appears to be.)

Predictably, the anticipation of retirement in the next three years was strongly related to the respondent's age. Among full-time faculty, retirement was anticipated by almost no one under age 44, 3 percent of those 45 to 54, 10 percent of those 55 to 59, 32 percent of those 60 to 64, and 55 percent of those 65 and older. Percentages of part-timers who expected to retire were no different in any of the age groups from those of full-timers.

Among full-time faculty, about 10 percent of tenured faculty and those in institutions without tenure systems expected to retire in the next three years. Four percent of those not on tenure track and almost none of the nontenured (tenure-track) group had such expectations.

Plans to Pursue a (Different) Full-Time Job

Some 14 percent of full-time regular faculty and 22 percent of part-time regular faculty considered it "very likely" that they would pursue (seek or accept) a different full-time job during the next three years. Full-time faculty in public two-year institutions were less likely than average to have such expectations (9 percent). Among program areas in four-year schools, higher than average percentages were found for full-time faculty in business (25 percent versus 15 percent for four-year schools overall) and for part-time faculty in the humanities (37 percent versus 23 percent for four-year schools overall).

Faculty expecting to pursue a (different) full-time job within the next three years were most often found among those under 30 years old (36 percent of full-time faculty and 48 percent of part-time faculty) and those aged 30 to 44 (21 percent of full-timers and 28 percent of part-timers). In contrast, in the 45 to 59 age groups, 8 to 10 percent of full-timers and 12 to 15 percent of part-timers expected to pursue a new full-time job. And in the 60 and older age groups, only 5 to 8 percent of full-timers and 1 to 3 percent of part-timers had such expectations.

Not surprisingly, tenure status also was strongly related to these expectations. Only 8 percent of tenured full-time faculty members expected to pursue a new full-time job, as compared to 22 percent of those who were nontenured (tenure track), and 29 percent of those not on tenure track.

Plans to Pursue a (Different) Part-Time Job

Overall, part-time faculty were more than twice as likely as full-time faculty to consider it "very likely" that they would pursue (seek or accept) a new part-time job, but both groups were less likely to do so than they were to pursue a full-time job. Five percent of full-time regular faculty and 11 percent of part-time regular faculty were expecting to pursue a new part-time job during the next three years (compared with percentages of 14 and 22, respectively, for pursuit of a full-time job).

There were few appreciable differences for full- or part-time faculty across institutional types and program areas in expectations to pursue a new part-time job. Exceptions were that full-time faculty in public research and humanities departments were somewhat less likely than average to expect to pursue a new part-time job (3 percent and 2 percent, respectively).

For full-time faculty, the likelihood of pursuing a new part-time job was about the same across all types of tenure status and all age groups. The likelihood of part-time faculty pursuing a new part-time job also did not vary significantly by age.

Table 6.1--Percentage of full-time regular faculty with various plans for the future, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty	In the next three years: Very likely to retire	Very likely to seek or accept part-time job	Very likely to seek or accept full-time job	Very likely to do one or more of the preceding
	Number	Percent	Percent	Percent	Percent
All institutions 1/	489,164	7	5	14	23
By type and control					
Public research	96,228	9	3	14	22
Private research	39,136	4	3	12	16
Public doctoral 2/	53,871	8	5	17	26
Private doctoral 3/	22,107	4	11	19	32
Public comprehensive	93,144	9	5	16	26
Private comprehensive	35,160	5	4	13	20
Liberal arts	39,086	6	3	15	22
Public two-year 4/	91,559	8	6	9	20
Other 5/	14,778	7	4	15	24
Four-year institutions	378,732	7	4	15	23
By program area					
Agriculture and home economics	10,912	7	3	13	20
Business	24,329	6	5	25	32
Education	24,464	13	5	16	29
Engineering	18,682	11	3	13	24
Fine arts	24,789	9	6	17	27
Health sciences	78,927	7	5	14	23
Humanities	47,426	7	2	14	21
Natural sciences	60,347	6	3	13	20
Social sciences	40,369	5	7	13	21
Other fields	48,488	8	4	17	24

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 6.2--Percentage of part-time regular faculty with various plans for the future, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty	In the next three years: Very likely to retire	Very likely to seek or accept part-time job	Very likely to seek or accept full-time job	Very likely to do one or more of the preceding
	Number	Percent	Percent	Percent	Percent
All institutions 1/	175,589	7	11	22	33
By type and control					
Public research	10,163	27	16	21	52
Private research	8,466	3	9	12	17
Public doctoral 2/	7,403	3	7	38	43
Private doctoral 3/	10,428	1	5	11	15
Public comprehensive	21,659	5	14	28	35
Private comprehensive	9,842	15	9	16	32
Liberal arts	12,917	15	13	27	41
Public two-year 4/	80,814	4	11	23	32
Other 5/	12,032	5	14	12	29
Four-year institutions	80,877	10	11	23	34
By program area					
Agriculture and home economics	--	--	--	--	--
Business	5,219	14	8	19	34
Education	4,233	16	7	18	35
Engineering	--	--	--	--	--
Fine arts	8,506	6	22	32	45
Health sciences	17,214	9	5	11	18
Humanities	8,598	11	13	37	51
Natural sciences	10,073	16	3	13	30
Social sciences	5,693	17	20	32	50
Other fields	16,577	4	11	25	30

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table 6.3--Percentage of full- and part-time regular faculty with various plans for the future, by tenure status and age: Fall 1987

Tenure status and age	Faculty	In the next three years: Very likely to retire	Very likely to seek or accept part-time job	Very likely to seek or accept full-time job	Very likely to do one or more of the preceding
	Number	Percent	Percent	Percent	Percent
Full-time					
All institutions 1/	489,164	7	5	14	23
By tenure status					
No tenure system at institution	43,595	8	5	16	26
No tenure system for faculty status/ not on tenure track	47,979	4	5	29	35
On tenure track but not tenured	105,430	1	5	22	25
Tenured	292,027	10	4	8	20
By age group					
Under 30	7,727	1	4	36	38
30 to 44	193,825	1	4	21	24
45 to 54	166,384	3	4	10	13
55 to 59	58,789	10	5	8	18
60 to 64	43,142	32	5	5	36
65 or older	18,747	55	12	8	66
Part-time					
All institutions 1/	175,589	7	11	22	33
By age group					
Under 30	9,225	5	8	48	61
30 to 44	91,152	2	11	28	33
45 to 54	43,676	5	12	15	23
55 to 59	11,789	11	9	12	25
60 to 64	10,341	22	18	3	40
65 or older	8,648	48	5	1	52

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Summary

The 1988 National Survey of Postsecondary Faculty surveyed faculty, department chairpersons, and institutional representatives at a random sample of 480 U.S. higher education institutions. This report has presented results from the faculty survey, based on responses from 7,408 full- and part-time regular faculty randomly selected from the participating institutions. The responding faculty comprised 76 percent of those surveyed. They represented an estimated total of about 665,000 regular faculty. Of these, an estimated 489,000 (74 percent) were employed full time by the institution surveyed, and 176,000 (26 percent) were employed part time.

Section 2 of this report characterized the faculty in terms of their age, race/ethnicity, gender, degree and tenure status, and academic rank. The survey found, for example, that, as of the 1987 Fall Term, the typical full-time faculty member was a white middle-aged male with tenure. Racial/ethnic minorities comprised only about 10 percent of the full-time faculty, and women comprised only 27 percent.

Sections 3 and 4 reported data on faculty income, workload, and allocation of time. The average full-time faculty member reported working a total of 53 hours per week (at all paid and unpaid professional activities for an annual total income of about $49,000, whereas the average part-time faculty member worked fewer hours per week (43) for a considerably lower total income (about $34,000). Faculty in private research universities had the highest average income (about $75,000). In contrast, the average full-time faculty member in a liberal arts college had a total income of less than one-half this amount (about $33,000). Almost one-half of the full-time faculty did some consulting work, earning an average of about $8,000 from these activities.

The survey found no evidence that the full-time faculty workload or teaching activities decrease with increasing academic rank. There was no appreciable variation in mean hours worked or time spent on teaching activities by assistant, associate, and full professors. However, as expected (and in keeping with the mission of their institutions), full-time faculty in research and doctoral institutions did spend less than average amounts of time on teaching and more on research, whereas those in public two-year colleges showed the reverse pattern.

Section 5 presented data describing faculty members' satisfaction with a variety of dimensions of their jobs. The data showed that high percentages of full-time faculty tended to be satisfied on such dimensions as their academic freedom, their colleagues, job security, benefits, workload, institutional mission, and their job overall. Slightly lower percentages tended to be satisfied on such issues as the quality of their undergraduate students, departmental leadership, and institutional and departmental cooperation. And, even lower percentages tended to be satisfied with their salary, institutional authority and leadership, and the amount and quality of

support that they received to help them do their work. Among the full-time faculty, those in public comprehensive institutions stood out as the least likely to be satisfied on these issues, whereas those in public two-year schools were the most likely to be satisfied. There were not large differences between men and women.

Interestingly, on most of the issues covered, higher percentages of part- than full-time faculty indicated that they were satisfied. However, part-time faculty were substantially less likely to be satisfied than full-time faculty on three dimensions that are widely recognized to be problematic for part-time faculty: benefits, job security, and opportunity for advancement.

Finally, section 6 described faculty intentions to retire or pursue other employment during the next three years. These data showed that about one-fourth of the full-time faculty and one-third of the part-time faculty expected to leave their job during the next three years, either to retire or to pursue other employment. Retirement during the next three years was anticipated by 7 percent of both full- and part-time faculty. Among full-time faculty, retirement was anticipated by very few under age 60, 32 percent of those 60 to 64, and, especially interestingly, only 55 percent of those 65 and older. Percentages of part-timers who expected to retire were similar in each of the age groups.

As a review of the survey questionnaire (appendix C) will show, the data presented in this report provided only a relatively brief overview of the data available from the survey. A number of the items included in the survey were not discussed at all here and most of those that were discussed here could usefully be analyzed in considerably more detail than was possible for this report. The authors wish to encourage the higher education research community to explore this very rich database in more detail.

Appendix A: Technical Notes

Appendix A: Technical Notes

The 1988 National Survey of Postsecondary Faculty (NSOPF-88) was conducted under contract to the National Center for Education Statistics (NCES). It was conducted in accordance with the Congressional mandate to NCES in P.L. 93-380. The General Provisions Act, 20 USC 1221e-1, Section 406(b), requires NCES to "collect, collate, and from time to time report full and complete statistics on the condition of education in the United States; conduct and publish reports on specialized analyses of the meaning and significance of such statistics;..."

There were three major components of the study: a survey of institutional level respondents at a stratified random sample of 480 U.S. colleges and universities; a survey of a stratified random sample of 3,029 eligible department chairpersons (or their equivalent) within a subset of the participating institutions; and a survey of a stratified random sample of 11,013 eligible faculty members within the participating institutions. This report describes the findings from the faculty survey.

Overview

NSOPF-88 was conducted from December 1987 through October 1988. A total of 480 degree-granting institutions (two-year, four-year, or advanced degree) were randomly selected, stratified by a modified Carnegie classification and size--where size was defined as the number of faculty. Within each stratum, institutions were randomly selected. Of those selected, 449 agreed to participate and provided lists of their fall, 1987, instructional faculty and department chairpersons. From each four-year institution, faculty and department chairpersons were stratified by program area and selected; from each two-year school, simple random samples of faculty and department chairs were selected; and from the specialized schools, only faculty were sampled. At all institutions, faculty were stratified on the basis of employment status: full- and part-time. Questionnaire responses were obtained from 424 institutional respondents (88 percent), 2,423 department chairpersons (80 percent), and 8,383 faculty members (76 percent).

Sampling Strategy

Institutional Sample--The design of NSOPF-88 called for the selection of a sample of 480 institutions from the universe of accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education. The sampling frame was the 1987 Integrated Postsecondary Education Data System (IPEDS) file, which contained a total of 3,159 institutions that met the study criteria. The sample was stratified into 12 primary strata based on level of degree offered, emphasis placed on research, and control (public vs. private). The 12 strata are as follows:

1. Public research universities--Publicly controlled institutions among the 100 leading universities in Federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

2. Private research universities--Privately controlled institutions among the 100 leading universities in Federal research funds. Each of these universities awards substantial numbers of doctorates across many fields.

3. Other public doctoral-granting universities.

4. Other private doctoral-granting universities.

5. Public comprehensive colleges and universities: Offer liberal arts and professional programs; master's degree is the highest degree offered.

6. Private comprehensive colleges and universities: Offer liberal arts and professional programs; master's degree is the highest degree offered.

7. Liberal arts colleges: Smaller and generally more selective than comprehensive colleges and universities. Primarily offer bachelor's degrees, although some offer master's degrees.

8. Two-year public colleges.

9. Two-year private colleges.

10. Independent medical schools (that is, those not considered as part of a four-year college or university)

11. Religious colleges

12. Other: Includes a wide range of professional and other specialized degree-granting colleges and universities.

To select the institutional sample, institutions within each of the 12 primary strata were ordered on the basis of approximate number of faculty. Each primary stratum was then divided into three or four substrata based on the faculty counts. (Usually, the first substratum contained the largest institutions whose combined faculty totaled 25 percent of all faculty in the primary stratum, the second substratum contained the next largest institutions whose combined faculty totaled 25 percent of all faculty, and so on.) A designated number of institutions were randomly sampled from each size substratum. In general, fewer institutions were sampled from the substrata with the largest institutions than from those with smaller institutions. However, because there are fewer large institutions than small institutions, the sampling rates were much higher for large institutions than for small institutions.

Faculty Sampling--Faculty were selected for the survey using a multi-stage process. First, faculty lists were obtained from participating institutions. For four-year institutions, the lists were used to determine the numbers of full- and part-time faculty in each of the following program areas:

- Education
- English and literature
- Foreign languages
- History
- Philosophy
- All other program areas

Sampling fractions varied as a function of the program area, full-time vs. part-time job status (full-time faculty were sampled at a higher rate than were part-time faculty), and the number of faculty in the institution (larger sampling fractions were used in smaller schools).

In addition, a supplemental sample of faculty was drawn from three program areas in the "all other" group--agriculture/home economics, arts, and natural sciences. This sample was drawn by selecting individuals who belonged to each of these areas from the top and bottom of the faculty lists of a random sample of institutions. After this supplemental sample was drawn, the faculty originally sampled from the "all other" group were classified into the following program areas:

- Agriculture/home economics
- Arts
- Business
- Engineering
- Health
- Humanities (other than the fields listed separately)
- Natural sciences (including mathematics, statistics, and computer science)
- Social sciences
- All others (including communication, continuing education, library science, law, theology, and interdisciplinary studies)

This classification allows for an unbiased estimate of the number of faculty in each of these areas.

For faculty in two-year, religious, medical, and other specialized institutions, the sampling plan for faculty was simpler than that described above. For these schools, faculty were stratified only by full- or part-time status, and different sampling fractions were used for these two strata. (Again, full-time faculty were sampled at a higher rate than part-time faculty.) Faculty from these schools can be poststratified into fields of study (which can in turn be collapsed into program areas), using the responses that they provide on the faculty questionnaire.

Table A.1 shows the estimated number of eligible sample members and the number of respondents for the two-year and specialized institutions, in which the sample was not stratified by program area. The number of respondents and estimated number of eligible sample members in four-year schools, by type and control of institution and program area, are shown in table A.2.

Table A.1--Faculty respondents and eligible sample members in two-year colleges and specialized institutions

	Public 2-Year	Private 2-Year	Religious	Medical	Other Specialized	Total
Respondents	1262	106	107	122	153	1750
Eligible sample members	1630	124	135	164	204	2257
Response rate	.77	.85	.79	.74	.75	.78

Eligible sample members were faculty who had at least some instructional duties that were related to for-credit courses given at the sampled institution during the 1987 fall term. The number of eligible sample members was estimated by, first, calculating the percentage of eligible sample members from among those individuals whose eligibility status we were able to ascertain (either from returned questionnaires or from information received from the individual's institution). This percentage was then applied to the remaining number of sample members from whom we did not have a response (excluding those who refused and those we could not locate) to develop an overall estimate of eligibility. This estimate probably is conservative, because it assumes that all those who refused or could not be located were eligible.

Overall, 1,311 of the original 12,569 sample members were found to be ineligible. Based on the proportion 1,311/12,569 = .104, we estimated that 187 of the 1,796 individuals from whom we had no response were also ineligible. Thus, we estimate that 11.9 percent of the original sample members were ineligible: (1,311 + 187)/12,569 = .119. Across all institutions, there was an estimated total of 11,071 eligible sample members and 8,382 respondents, for an overall response rate of 76 percent.

Table A.2--Faculty respondents and eligible sample members in four-year schools, by type and control of institution and program area

	Public resrch	Private resrch	Public doctrl	Private doctrl	Public compreh	Private compreh	Liberal arts	Total	Response Rate
Agriculture/ home economics	104/129*	9/13	80/82	0/4	64/77	10/13	7/7	274/325	.84
Arts	86/117	43/58	71/88	18/30	156/198	81/113	75/94	530/698	.76
Business	54/74	26/33	32/40	18/26	90/120	62/73	27/37	309/403	.77
Education	119/155	23/37	96/122	17/29	224/290	74/96	60/74	613/803	.76
Engineering	76/95	15/24	33/36	12/17	47/58	37/44	9/14	229/288	.80
English	129/182	32/43	70/97	20/26	179/236	99/117	77/93	606/794	.76
History	126/163	49/62	82/106	24/35	162/207	83/98	87/99	613/770	.80
Foreign languages	149/211	63/82	80/97	20/31	121/167	69/92	87/122	589/802	.73
Philosophy	108/160	44/65	58/83	34/56	110/165	122/152	69/93	545/774	.70
Other humanities	6/10	1/2	1/1	3/6	8/12	8/9	19/26	46/66	.70
Health sciences	193/269	73/115	39/50	32/49	74/109	34/48	16/21	461/661	.70
Natural sciences	119/153	58/77	68/74	20/29	106/124	60/77	53/63	484/597	.81
Social sciences	101/136	45/60	46/57	25/33	123/184	49/59	45/63	434/592	.73
Other areas	158/226	78/118	93/123	50/73	259/347	132/168	124/170	894/1225	.77
Total resp's	1528	559	849	293	1723	920	755	6627	
Total sample	2080	789	1056	444	2294	1159	976	8798	
Response rate	.73	.71	.80	.67	.75	.79	.77	.75	

* I.e., There were 104 respondents and an estimated 129 eligible sample members in agriculture and home economics programs in public research universities.

Weight Calculations

In the two stage sampling process described above, faculty were sampled from lists of those faculty employed at the institution on October 15, 1987 and provided by participating institutions. The probability of selecting a particular faculty member was a function of (1) the probability of selecting a particular institution from the NSOPF-defined IPEDS universe; (2) the number of faculty on the faculty list provided by a participating institution; and (3) the sampling rate for faculty within a particular employment status (full- or part-time) and program area. Weights for sampled faculty were calculated as the inverse of the probability of selection. Weights on which the data in this report are based were adjusted for two levels of nonresponse--institutional nonresponse and individual faculty nonresponse. Sample weights sum to the total number of faculty in the NSOPF-defined IPEDS universe of institutions as projected from the lists of total faculty provided by participating institutions.

Estimates of the number of faculty in NSOPF-defined institutions projected from the lists of faculty provided by participating institutions differ somewhat from the number of faculty estimated from responses to the NSOPF institutional respondent survey. In the institutional respondent survey, an institutional representative (usually the institution's academic officer or institutional researcher) was asked to provide counts of faculty at the institution in various categories. For some institutions, the number of faculty on the lists provided by the institution differed considerably from the number of faculty reported by the institutional respondent. Although a major effort was made to resolve identified inconsistencies, some discrepancies could not be resolved. This problem and possible solutions will be investigated in the next NSOPF cycle.

Data Collection

The first stage of the data collection process involved obtaining each sampled institution's agreement to participate and, subsequently, obtaining lists of faculty and department chairpersons in these institutions. A total of 449 (94 percent) of the 480 institutions agreed to participate and sent faculty and, as appropriate, department chair lists.

Faculty questionnaire data were collected between the end of April and the end of October, 1988. Data collection procedures consisted of an initial mailing, three followup mailings, telephone reminder calls, and telephone calls to complete the questionnaire.

Data Processing

The first step in processing the data was a manual edit and coding of open-ended responses. In the manual edit, questionnaires were scanned for readability and completeness of all items identified by NCES as critical.

Questionnaires that passed the manual edit were batched for data entry. Questionnaires that failed were reviewed by the edit/coding supervisor and/or submitted for telephone followup, as appropriate.

Following data entry, a computer-based editing system was used to check data for range errors, logical inconsistencies, and erroneous skip patterns. For erroneous skip patterns, values were logically assigned on the basis of the presence or absence of responses within the skip pattern, as feasible given the responses provided. For errors that could not be corrected in this fashion, the hard copy questionnaire was inspected, and, if necessary, the respondent was called back to try to resolve the problem.

As a final step, stochastic imputations were performed to fill in most questionnaire items that had missing data. This was done using the response to the omitted item given by a randomly selected other respondent who matched the target respondent on employment status (full- vs. part-time), tenure status, academic rank, gender, minority/nonminority status, program area, and institutional stratum. If no respondent was found who matched on all these criteria, categories of the matching criteria were collapsed (beginning with institutional stratum and working back up the list). As a last resort, institutional stratum was dropped altogether as a matching criterion. This left 60 cases with missing values on one or more items. In addition, 8 cases had more than one of the matching criteria missing, so no imputation was done for missing values in these cases. Finally, imputations could not be made for a few cases in which data necessary to calculate an imputed value were missing.

Accuracy of Estimates

Errors in the estimates provided in this report are derived from two sources: sampling errors and nonsampling errors. Nonsampling errors are extremely difficult to estimate. They may be caused by a variety of factors, including inability to provide accurate information (for example, because of incomplete or out-of-date records), refusal to provide information, differences in interpreting the questions, respondent errors, and errors made in recording the data. No estimates of nonsampling error for these data have been made.

Sampling errors occur because the estimates are based on a sample of individuals in the population rather than on the entire population. Sampling errors can be estimated using statistical procedures in which a statistic called a standard error is calculated. The tables in appendix B (B.2.1 through B.6.3) present the standard error, along with the unweighted number of respondents, for each estimate presented in this report. The standard errors may be used to calculate confidence intervals around each estimate and to compare two or more estimates to determine if the observed differences are statistically significant.

To calculate the 95 percent confidence interval, the standard error is

multiplied by 1.96 and the product is added to and subtracted from the estimate to produce a range. In repeated sampling, 95 out of 100 intervals constructed in this way would cover the true population value.

Comparisons noted in this report are significant at the .05 level as determined by a pairwise t-test for independent samples. The standard error of the difference between two estimates was calculated as

$$se_d = \sqrt{se_1^2 + se_2^2}.$$

The significance of the difference between the overall mean (i.e., the mean of the entire population) and a subgroup mean (e.g., between the mean salary of all faculty in all institutions and the mean salary of all faculty in public doctoral institutions) was tested using a t-test in which the standard error of the difference was adjusted for the covariance between the subgroup and the total group. The exact formula for the appropriate t-test is

$$t = \frac{\bar{X}_S - \bar{X}_T}{[se_S^2 + se_T^2 - 2(p)\, se_S^2]^{1/2}}$$

where $\bar{X}_S$ and se_S are the mean and standard error for the subgroup; $\bar{X}_T$ and se_T are the mean and standard error for the total group; and p is the proportion of the total group contained in the subgroup.

When multiple pairwise comparisons were made, the acceptable minimum significance level was decreased by means of the Bonferroni adjustment. This adjustment takes into account the increased likelihood, when making multiple comparisons, of finding significant pairwise differences simply by chance. With this adjustment, the significance level being used for each comparison (.05) is divided by the total number of comparisons being made.

Appendix B: Standard Error Tables

Table B.2.1--Percentage distribution of full-time regular faculty, by age, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)		Age of full-time regular faculty					Mean age
	Number	Percent	Under 30 Percent	30 to 44 Percent	45 to 54 Percent	55 to 64 Percent	65 and over Percent	
All institutions 1/	6,256	100	1.58	39.67	34.05	20.86	3.84	47.19
Standard error			0.23	0.79	0.76	0.97	0.49	0.17
By type and control								
Public research	1,279	100	1.10	38.77	33.38	23.54	3.22	47.56
Standard error			0.49	2.21	1.65	1.58	0.72	0.38
Private research	429	100	0.65	50.59	27.33	18.11	3.32	45.71
Standard error			0.43	3.44	2.68	2.62	1.15	0.50
Public doctoral 2/	769	100	1.57	40.20	32.84	21.37	4.02	46.79
Standard error			0.55	2.85	1.83	2.24	1.10	0.62
Private doctoral 3/	216	100	0.86	44.85	27.39	14.39	12.51	46.99
Standard error			0.83	3.22	3.43	4.24	6.70	1.08
Public comprehensive	1,273	100	1.62	36.03	36.51	22.90	2.94	47.62
Standard error			0.48	1.81	1.92	1.92	0.55	0.40
Private comprehensive	653	100	2.13	40.92	34.90	16.80	5.26	47.09
Standard error			0.89	2.78	3.28	2.03	1.48	0.59
Liberal arts	555	100	2.18	42.67	29.88	21.55	3.72	46.73
Standard error			1.02	1.91	2.62	2.04	1.08	0.49
Public two-year 4/	848	100	1.87	35.95	39.44	19.96	2.78	47.47
Standard error			0.50	2.17	1.79	1.55	0.65	0.46
Other 5/	162	100	1.16	39.68	33.82	20.97	4.37	47.74
Standard error			1.15	4.67	2.44	4.85	1.57	0.88
Four-year institutions	5,174	100	1.44	40.48	32.88	21.15	4.06	47.11
Standard error			0.25	0.97	1.02	1.03	0.59	0.18
By program area								
Agriculture and home economics	230	100	1.51	46.76	32.41	18.54	0.78	45.40
Standard error			1.15	6.15	4.85	3.52	0.68	1.03
Business	228	100	2.26	49.64	28.29	17.32	2.50	45.19
Standard error			1.31	4.25	2.73	2.51	1.13	0.79
Education	483	100	1.88	30.44	34.66	30.04	2.98	49.06
Standard error			1.18	3.06	2.02	2.44	0.62	0.53
Engineering	184	100	0.75	34.56	30.63	30.66	3.40	48.44
Standard error			0.91	4.61	3.79	3.74	1.38	0.94
Fine arts	363	100	3.53	40.27	35.15	16.63	4.41	46.40
Standard error			1.34	3.38	3.45	2.07	1.16	0.61
Health sciences	450	100	0.76	46.14	28.33	19.65	5.12	46.43
Standard error			0.47	2.50	2.76	2.62	2.45	0.49
Humanities	1,864	100	0.92	32.05	34.90	27.35	4.77	49.02
Standard error			0.11	1.65	1.09	1.90	0.82	0.36
Natural sciences	625	100	1.31	40.96	38.69	16.55	2.48	46.52
Standard error			0.50	1.93	2.91	1.97	0.66	0.28
Social sciences	348	100	1.11	42.97	33.93	16.90	5.09	46.82
Standard error			0.51	2.14	2.63	1.96	1.84	0.50
Other fields	399	100	2.04	38.23	31.39	23.48	4.86	47.57
Standard error			0.85	3.67	3.73	2.63	1.47	0.72

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.2--Percentage distribution of part-time regular faculty, by age, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)		Age of full-time regular faculty					Mean age
	Number	Percent	Under 30 Percent	30 to 44 Percent	45 to 54 Percent	55 to 64 Percent	65 and over Percent	
All institutions 1/	1,135	100	5.28	52.14	24.98	12.66	4.95	44.46
Standard error			1.06	3.06	2.18	1.44	0.88	0.63
By type and control								
Public research	103	100	4.82	44.25	16.12	20.84	13.98	47.39
Standard error			2.14	7.39	5.37	5.12	7.09	2.53
Private research	63	100	9.74	42.59	30.45	11.23	5.99	45.51
Standard error			6.83	15.46	8.15	4.67	4.82	1.96
Public doctoral 2/	94	100	5.08	59.96	20.38	10.93	3.65	42.22
Standard error			3.89	6.68	7.00	3.52	2.08	1.21
Private doctoral 3/	36	100	0.00	51.70	38.92	7.65	1.73	45.28
Standard error			0.00	16.28	18.04	6.76	2.98	2.45
Public comprehensive	237	100	6.16	53.89	23.58	12.22	4.15	43.65
Standard error			2.15	6.61	3.98	5.56	2.01	1.56
Private comprehensive	109	100	10.44	36.90	22.38	17.72	12.56	47.11
Standard error			4.67	5.02	3.74	5.77	5.51	1.74
Liberal arts	113	100	2.35	39.45	30.41	15.35	12.44	48.62
Standard error			2.08	7.96	6.28	4.94	3.76	2.34
Public two-year 4/	297	100	4.23	57.10	23.83	12.29	2.53	43.55
Standard error			1.20	3.65	3.10	2.49	1.00	0.48
Other 5/	56	100	9.78	50.95	28.17	7.50	3.61	42.99
Standard error			8.51	14.92	9.57	6.77	3.63	3.09
Four-year institutions	755	100	5.38	47.37	26.00	13.67	7.58	45.62
Standard error			1.32	3.73	2.79	2.29	1.40	0.88
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error			--	--	--	--	--	--
Business	34	100	1.10	40.61	25.73	21.05	11.52	48.78
Standard error			1.43	12.57	13.00	10.70	8.87	2.72
Education	83	100	4.33	54.10	12.61	18.28	10.67	46.39
Standard error			2.62	6.56	6.17	6.22	7.85	1.83
Engineering	--	--	--	--	--	--	--	--
Standard error			--	--	--	--	--	--
Fine arts	77	100	7.99	56.20	14.18	15.89	5.74	43.63
Standard error			5.86	8.31	4.10	5.89	4.00	1.98
Health sciences	70	100	1.33	47.34	35.62	13.20	2.52	46.00
Standard error			1.50	9.00	11.68	4.78	1.74	1.48
Humanities	270	100	9.86	41.75	29.23	7.67	11.49	45.54
Standard error			2.41	4.60	3.59	1.69	4.58	1.66
Natural sciences	54	100	4.82	43.24	31.40	10.46	10.08	46.30
Standard error			4.65	8.88	8.27	5.52	5.30	2.38
Social sciences	38	100	3.04	63.09	14.82	8.77	10.29	43.84
Standard error			1.87	9.56	6.59	5.44	7.35	2.41
Other fields	80	100	3.77	46.46	26.82	15.58	7.37	45.94
Standard error			1.54	5.70	6.41	6.53	3.54	1.03

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.3--Percentage distribution of full-time regular faculty, by race/ethnicity, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)		Race/Ethnicity of full-time regular faculty				
			American Indian	Asian	Black	Hispanic	White
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	6,265	100	0.84	4.36	3.26	2.05	89.49
Standard error			0.15	0.42	0.58	0.24	0.87
By type and control							
Public research	1,283	100	0.72	4.98	1.69	2.18	90.42
Standard error			0.35	0.78	0.46	0.34	1.00
Private research	429	100	0.00	3.74	6.14	4.70	85.42
Standard error			0.00	1.08	4.22	1.66	4.72
Public doctoral 2/	770	100	1.06	5.25	1.86	0.71	91.12
Standard error			0.49	1.31	0.77	0.24	1.41
Private doctoral 3/	216	100	0.36	10.40	1.81	1.45	85.98
Standard error			0.40	5.68	1.99	0.95	6.66
Public comprehensive	1,276	100	0.77	5.82	3.51	1.88	88.03
Standard error			0.31	1.16	1.16	0.51	1.80
Private comprehensive	653	100	1.19	4.40	1.79	1.40	91.22
Standard error			0.65	1.07	0.87	0.62	1.78
Liberal arts	555	100	1.19	2.68	8.30	0.95	86.88
Standard error			0.53	1.23	3.22	0.50	4.06
Public two-year 4/	849	100	1.27	1.94	3.06	2.75	90.97
Standard error			0.35	0.73	0.73	0.71	1.67
Other 5/	162	100	0.00	0.98	2.94	0.99	95.10
Standard error			0.00	0.27	1.97	0.83	2.05
Four-year institutions	5,182	100	0.78	5.12	3.32	1.92	88.86
Standard error			0.18	0.52	0.64	0.25	0.87
By program area							
Agriculture and home economics	230	100	1.56	1.42	0.32	3.02	93.68
Standard error			1.15	1.84	0.30	1.27	2.60
Business	228	100	1.44	9.03	2.84	0.70	86.00
Standard error			0.90	2.37	1.42	0.51	3.36
Education	485	100	1.08	1.28	6.57	2.84	88.23
Standard error			0.53	0.49	1.44	0.71	1.56
Engineering	184	100	0.00	14.58	0.54	1.45	83.43
Standard error			0.00	2.67	0.55	0.80	2.68
Fine arts	363	100	0.61	1.76	3.41	2.93	91.29
Standard error			0.42	0.40	1.27	0.89	1.36
Health sciences	450	100	0.77	6.97	2.86	1.00	88.40
Standard error			0.40	1.88	1.23	0.55	2.29
Humanities	1,870	100	0.80	1.85	2.54	3.95	90.85
Standard error			0.48	0.37	0.74	0.53	0.87
Natural sciences	625	100	0.52	7.17	1.43	1.86	89.03
Standard error			0.27	1.45	0.66	0.81	1.37
Social sciences	348	100	0.97	2.48	5.01	2.09	89.45
Standard error			0.41	0.86	1.01	0.85	1.34
Other fields	399	100	0.64	3.87	6.07	0.92	88.50
Standard error			0.40	1.10	2.04	0.46	2.40

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.4--Percentage distribution of part-time regular faculty, by race/ethnicity, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding part-time regular faculty (unweighted)		Race/Ethnicity of part-time regular faculty				
			American Indian	Asian	Black	Hispanic	White
	Number	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 1/	1,139	100	1.15	3.37	3.70	2.00	89.77
Standard error			0.52	0.85	0.99	0.73	1.44
By type and control							
Public research	103	100	1.09	0.00	0.61	0.00	98.30
Standard error			0.93	0.00	0.72	0.00	1.18
Private research	64	100	1.50	2.06	12.24	1.55	82.65
Standard error			1.61	1.39	6.71	2.52	6.31
Public doctoral 2/	94	100	1.08	0.00	1.08	1.61	96.23
Standard error			1.14	0.00	1.20	2.03	2.41
Private doctoral 3/	36	100	0.00	16.37	0.00	6.51	77.12
Standard error			0.00	12.53	0.00	9.84	13.12
Public comprehensive	238	100	3.82	9.23	3.22	1.07	83.66
Standard error			3.55	2.38	1.13	0.32	3.57
Private comprehensive	109	100	0.00	0.44	0.00	2.64	96.92
Standard error			0.00	0.26	0.00	1.88	1.95
Liberal arts	113	100	1.38	0.00	14.69	1.84	82.09
Standard error			2.54	0.00	7.84	1.81	7.60
Public two-year 4/	298	100	0.76	2.14	3.31	2.30	91.49
Standard error			0.51	0.65	1.10	1.32	1.78
Other 5/	56	100	0.00	1.21	1.21	0.00	97.59
Standard error			0.00	1.89	1.89	0.00	2.99
Four-year institutions	757	100	1.64	4.86	4.40	2.05	87.05
Standard error			1.00	1.62	1.63	1.06	2.59
By program area							
Agriculture and home economics	--	--	--	--	--	--	--
Standard error			--	--	--	--	--
Business	34	100	0.00	0.00	1.10	0.00	98.90
Standard error			0.00	0.00	1.43	0.00	1.43
Education	83	100	2.89	4.30	8.53	3.26	81.01
Standard error			2.75	3.07	4.89	2.52	7.52
Engineering	--	--	--	--	--	--	--
Standard error			--	--	--	--	--
Fine arts	77	100	0.00	5.31	1.74	3.60	89.35
Standard error			0.00	3.79	1.10	2.81	5.05
Health sciences	70	100	0.74	9.92	12.91	3.95	72.48
Standard error			0.87	6.67	7.10	4.37	9.72
Humanities	270	100	0.00	2.71	3.06	1.70	92.54
Standard error			0.00	1.24	1.66	0.97	2.47
Natural sciences	55	100	0.78	8.39	0.82	1.45	88.55
Standard error			0.91	4.56	1.01	1.64	4.87
Social sciences	38	100	14.34	7.32	4.66	0.00	73.68
Standard error			12.80	4.03	3.31	0.00	10.73
Other fields	81	100	1.07	0.00	0.93	0.66	97.34
Standard error			1.48	0.00	1.07	0.86	1.82

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.5--Percentage distribution of full-time and part-time by gender, type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Gender		Part-time regular faculty		Gender	
			Male	Female			Male	Female
	Number	Percent	Percent	Percent	Number	Percent	Percent	Percent
All institutions 1/	6,267	100	72.72	27.28	1,139	100	56.30	43.70
Standard error			0.86	0.86			2.00	2.00
By type and control								
Public research	1,285	100	79.30	20.70	103	100	67.04	32.96
Standard error			1.65	1.65			8.28	8.28
Private research	429	100	80.53	19.47	64	100	57.57	42.43
Standard error			2.75	2.75			14.56	14.56
Public doctoral 2/	770	100	76.25	23.75	94	100	33.48	66.52
Standard error			2.34	2.34			6.44	6.44
Private doctoral 3/	216	100	73.44	26.56	36	100	81.88	18.12
Standard error			8.35	8.35			14.66	14.66
Public comprehensive	1,276	100	71.10	28.90	238	100	49.95	50.05
Standard error			1.70	1.70			4.26	4.26
Private comprehensive	653	100	72.48	27.52	109	100	48.51	51.49
Standard error			3.21	3.21			5.53	5.53
Liberal arts	555	100	70.93	29.07	113	100	39.41	60.59
Standard error			4.04	4.04			11.64	11.64
Public two-year 4/	849	100	62.13	37.87	298	100	57.56	42.44
Standard error			2.16	2.16			3.14	3.14
Other 5/	162	100	78.74	21.26	56	100	68.58	31.42
Standard error			3.96	3.96			13.36	13.36
Four-year institutions	5,184	100	75.14	24.86	737	100	53.68	46.32
Standard error			0.84	0.84			3.25	3.25
By program area								
Agriculture and home economics	230	100	62.63	37.37	--	--	--	--
Standard error			5.24	5.24			--	--
Business	228	100	78.37	21.63	34	100	69.00	31.00
Standard error			3.44	3.44			9.98	9.98
Education	485	100	61.74	38.26	83	100	43.43	56.57
Standard error			2.98	2.98			9.49	9.49
Engineering	185	100	97.48	2.52	--	--	--	--
Standard error			1.32	1.32			--	--
Fine arts	363	100	76.45	23.55	77	100	29.75	70.25
Standard error			2.63	2.63			5.11	5.11
Health sciences	450	100	68.18	31.82	70	100	56.84	43.16
Standard error			2.45	2.45			9.42	9.42
Humanities	1,871	100	69.95	30.05	270	100	32.86	67.14
Standard error			2.05	2.05			2.99	2.99
Natural sciences	625	100	84.60	15.40	55	100	59.45	40.55
Standard error			1.86	1.86			10.52	10.52
Social sciences	348	100	77.42	22.58	38	100	60.58	39.42
Standard error			2.98	2.98			12.92	12.92
Other fields	399	100	76.53	23.47	81	100	58.79	41.21
Standard error			2.48	2.48			8.69	8.69

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.6--Percentage distribution of full- and part-time regular faculty who have a Ph.D. or first-professional degree, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty		Responding part-time regular faculty	
	Number (unweighted)	Percent with degree	Number (unweighted)	Percent with degree
All institutions 1/	6,154	67.43	1,098	28.68
Standard error		0.99		2.73
By type and control				
Public research	1,266	90.38	102	56.46
Standard error		1.72		9.13
Private research	425	93.00	62	71.53
Standard error		1.58		14.84
Public doctoral 2/	758	81.85	94	45.82
Standard error		2.36		6.96
Private doctoral 3/	212	89.08	35	50.87
Standard error		4.33		19.18
Public comprehensive	1,249	68.89	231	35.86
Standard error		1.77		5.82
Private comprehensive	640	72.08	106	27.39
Standard error		4.33		7.00
Liberal arts	547	62.09	107	25.80
Standard error		2.37		7.76
Public two-year 4/	827	19.01	281	11.63
Standard error		2.38		3.16
Other 5/	161	68.35	53	49.02
Standard error		4.22		15.76
Four-year institutions	5,097	79.52	737	42.55
Standard error		0.86		3.53
By program area				
Agriculture and home economics	226	82.80	--	--
Standard error		3.81		--
Business	226	74.56	34	32.96
Standard error		3.28		10.21
Education	473	75.60	82	38.43
Standard error		2.93		6.74
Engineering	185	80.22	--	--
Standard error		2.99		--
Fine arts	354	47.96	72	22.22
Standard error		3.40		8.19
Health sciences	440	84.07	70	70.36
Standard error		2.48		9.52
Humanities	1,843	83.33	265	29.57
Standard error		1.65		3.71
Natural sciences	616	86.93	53	42.04
Standard error		1.52		10.90
Social sciences	343	91.21	37	44.35
Standard error		1.75		14.75
Other fields	391	68.89	75	39.04
Standard error		2.33		7.69

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.7--Percentage distribution of full-time regular faculty, by tenure status, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		No tenure system at institution	No tenure system for faculty status or not on tenure track	On tenure track but not tenured	Tenured
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	6,266	100	8.91	9.81	21.56	59.71
Standard error			1.26	0.63	0.80	1.29
By type and control						
Public research	1,283	100	0.78	10.33	19.99	68.90
Standard error			0.62	2.09	1.31	2.31
Private research	429	100	1.75	12.88	31.06	54.31
Standard error			1.30	2.13	4.04	3.52
Public doctoral 2/	771	100	0.00	13.29	27.27	59.44
Standard error			0.00	2.20	2.16	3.66
Private doctoral 3/	216	100	15.71	7.72	28.99	47.58
Standard error			6.42	2.44	10.53	6.25
Public comprehensive	1,276	100	1.10	10.04	22.81	66.05
Standard error			0.65	1.55	2.27	2.33
Private comprehensive	653	100	3.13	11.97	30.26	54.64
Standard error			1.95	2.42	3.12	3.97
Liberal arts	555	100	12.83	11.07	25.49	50.62
Standard error			4.51	2.07	3.21	3.48
Public two-year 4/	849	100	25.11	5.36	9.16	60.37
Standard error			4.81	1.07	1.46	4.32
Other 5/	162	100	38.33	8.15	17.71	35.80
Standard error			10.07	1.91	5.20	7.24
Four-year institutions	5,183	100	3.18	11.02	24.91	60.89
Standard error			0.69	0.68	0.89	1.03
By program area						
Agriculture and home economics	230	100	0.41	11.47	20.39	67.73
Standard error			0.63	2.81	4.07	4.16
Business	228	100	1.35	13.85	39.75	45.05
Standard error			0.83	2.51	3.45	4.02
Education	485	100	2.28	11.67	21.55	64.51
Standard error			0.91	1.61	2.02	2.98
Engineering	184	100	0.89	5.16	31.11	62.85
Standard error			0.89	2.68	3.98	4.45
Fine arts	363	100	2.20	8.33	24.95	64.52
Standard error			0.92	1.76	2.38	1.87
Health sciences	450	100	6.01	18.32	27.31	48.37
Standard error			2.31	2.03	3.47	2.94
Humanities	1,870	100	2.31	8.69	16.70	72.29
Standard error			0.84	1.10	1.54	1.76
Natural sciences	625	100	3.23	7.89	21.91	66.97
Standard error			1.21	1.05	2.41	2.31
Social sciences	349	100	1.81	5.06	23.24	69.90
Standard error			0.64	1.12	1.56	1.62
Other fields	399	100	3.90	12.05	27.04	57.01
Standard error			1.04	2.23	2.39	3.34

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.8--Percentage distribution of full-time regular faculty, by academic rank, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Not applicable: no ranks designated at institution	Professor			Instructor	Lecturer	Other ranks 2/
				Full 1/	Associate	Assistant			
	Number	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 3/	6,268	100	6.53	33.07	23.68	22.78	11.48	1.60	0.86
Standard error			0.63	0.85	1.10	1.02	0.63	0.23	0.26
By type and control									
Public research	1,285	100	0.00	45.28	28.06	21.18	2.66	2.70	0.12
Standard error			0.00	2.11	2.34	1.64	0.96	0.69	0.14
Private research	429	100	0.09	39.20	25.33	29.05	3.07	2.44	0.83
Standard error			0.14	3.52	2.08	3.06	1.49	0.99	0.53
Public doctoral 4/	771	100	0.00	33.91	31.23	26.55	6.89	0.91	0.51
Standard error			0.00	3.21	3.18	2.22	1.50	0.35	0.38
Private doctoral 5/	216	100	0.04	34.87	26.47	29.58	9.03	0.00	0.00
Standard error			0.05	8.47	4.16	8.46	3.84	0.00	0.00
Public comprehensive	1,276	100	0.00	37.20	26.51	23.42	8.69	2.97	1.21
Standard error			0.00	1.29	1.97	2.29	1.48	0.53	1.02
Private comprehensive	653	100	0.17	30.81	29.48	32.72	6.12	0.41	0.28
Standard error			0.18	4.01	3.08	2.93	1.29	0.42	0.27
Liberal arts	555	100	5.94	29.43	23.03	31.15	9.29	0.52	0.64
Standard error			3.47	3.60	3.01	3.76	1.84	0.40	0.51
Public two-year 6/	849	100	28.33	15.61	9.49	10.94	33.28	0.69	1.67
Standard error			3.09	2.74	1.48	2.35	3.01	0.31	0.56
Other 7/	162	100	14.60	34.35	22.41	16.30	9.12	0.00	3.24
Standard error			5.61	6.36	6.19	3.77	2.74	0.00	1.57
Four-year institutions	5,185	100	0.64	37.46	27.37	25.90	6.16	1.89	0.58
Standard error			0.35	1.04	1.43	1.09	0.67	0.28	0.27
By program area									
Agriculture and home economics	230	100	0.00	40.11	25.78	24.16	6.12	3.66	0.18
Standard error			0.00	5.47	4.93	3.93	2.35	1.73	0.15
Business	228	100	0.00	25.09	26.17	35.48	9.25	3.56	0.46
Standard error			0.00	3.16	3.06	3.65	1.80	0.89	0.55
Education	485	100	0.25	35.45	29.03	26.97	5.73	1.93	0.64
Standard error			0.25	2.68	2.53	2.11	1.07	0.82	0.48
Engineering	185	100	0.00	44.82	29.63	23.19	1.50	0.86	0.00
Standard error			0.00	3.23	3.01	3.67	0.91	0.94	0.00
Fine arts	363	100	1.22	35.80	30.50	24.89	5.74	1.85	0.00
Standard error			0.87	2.60	2.38	2.43	1.25	0.80	0.00
Health sciences	450	100	0.00	32.92	26.44	30.97	7.67	0.58	1.42
Standard error			0.00	3.79	4.20	3.38	1.65	0.36	1.14
Humanities	1,871	100	1.04	40.70	28.37	21.95	4.49	3.22	0.23
Standard error			0.71	2.29	1.88	1.42	0.78	0.49	0.10
Natural sciences	625	100	0.74	45.55	26.16	19.48	5.39	2.57	0.11
Standard error			0.58	2.26	2.27	1.70	0.62	0.68	0.16
Social sciences	349	100	1.18	38.56	30.25	26.34	1.44	1.21	1.01
Standard error			0.94	2.45	3.03	2.37	0.67	0.62	0.65
Other fields	399	100	1.33	35.34	24.67	25.74	10.92	1.60	0.41
Standard error			1.11	2.92	2.19	2.86	1.95	0.72	0.40

1/ Includes distinguished/named professors.
2/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.
3/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
4/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
6/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
7/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.2.9--Percentage distribution of part-time regular faculty, by academic rank, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Not applicable: no ranks designated at institution	Professor			Instructor	Lecturer	Other ranks 2/
				Full 1/	Associate	Assistant			
	Number	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
All institutions 3/	1,140	100	9.14	4.63	3.60	8.35	57.43	13.85	3.01
Standard error			1.66	1.61	1.12	1.14	2.58	1.43	1.15
By type and control									
Public research	103	100	0.00	19.00	17.67	12.38	30.89	16.79	3.26
Standard error			0.00	8.52	8.95	5.22	10.05	6.53	3.01
Private research	64	100	8.72	4.60	8.05	25.69	26.65	25.58	0.72
Standard error			9.33	3.17	5.77	9.73	10.12	12.42	0.95
Public doctoral 4/	95	100	0.33	8.66	2.60	29.10	43.63	14.13	1.55
Standard error			0.46	5.06	2.57	8.02	9.78	4.80	1.08
Private doctoral 5/	36	100	2.55	1.45	2.06	31.09	41.00	21.18	0.68
Standard error			3.69	2.19	3.51	14.97	7.69	15.28	1.07
Public comprehensive	238	100	0.36	3.14	3.16	13.52	37.84	36.94	5.06
Standard error			0.28	1.92	1.55	2.88	4.75	4.92	4.05
Private comprehensive	109	100	0.88	3.50	8.61	5.98	55.27	22.98	2.77
Standard error			0.86	1.68	3.12	2.17	6.87	2.77	2.06
Liberal arts	113	100	3.83	4.70	3.62	2.85	59.64	19.27	6.08
Standard error			2.57	4.18	3.26	2.00	11.39	6.26	3.90
Public two-year 6/	298	100	14.23	3.46	1.13	1.14	74.07	4.86	1.11
Standard error			2.88	2.43	0.66	0.66	3.40	1.85	0.55
Other 7/	56	100	21.45	4.63	4.35	6.60	48.03	1.19	13.75
Standard error			7.67	4.98	4.29	9.38	13.51	1.18	12.57
Four-year institutions	758	100	2.09	5.86	6.04	15.72	42.33	24.58	3.38
Standard error			1.28	1.65	1.99	2.39	3.01	3.08	1.54
By program area									
Agriculture and home economics	--	--	--	--	--	--	--	--	--
Standard error			--	--	--	--	--	--	--
Business	34	100	0.00	12.11	1.25	2.31	46.43	35.95	1.96
Standard error			0.00	10.18	1.31	2.57	9.23	10.77	2.84
Education	83	100	0.57	0.56	1.96	9.04	46.21	30.13	11.54
Standard error			0.65	0.84	1.65	3.22	7.90	6.61	6.56
Engineering	--	--	--	--	--	--	--	--	--
Standard error			--	--	--	--	--	--	--
Fine arts	77	100	5.99	5.34	6.17	7.82	43.66	28.48	2.54
Standard error			3.11	2.83	2.85	4.00	8.34	6.45	1.98
Health sciences	70	100	0.00	7.24	12.16	48.64	21.22	6.18	4.57
Standard error			0.00	3.87	5.49	6.95	6.70	3.16	2.90
Humanities	270	100	1.57	8.99	3.79	4.89	39.73	39.72	1.31
Standard error			0.78	4.04	1.71	1.64	6.76	6.11	0.92
Natural sciences	55	100	7.33	10.31	7.28	1.55	50.20	23.33	0.00
Standard error			8.51	5.17	3.17	1.23	8.57	7.96	0.00
Social sciences	38	100	0.00	0.00	2.62	21.01	44.22	32.15	0.00
Standard error			0.00	0.00	2.67	10.68	11.31	6.84	0.00
Other fields	81	100	1.37	0.52	3.81	7.07	58.87	22.16	6.20
Standard error			1.42	0.58	4.10	4.13	9.22	9.86	5.61

-- Too few cases for a reliable estimate.

1/ Includes distinguished/named professors.
2/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.
3/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
4/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
6/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
7/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.1--Mean income for full-time regular faculty, by source of income, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
		Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
All institutions 6/	6,265	48,701	39,439	3,588	3,285	2,389
Standard error		770	552	289	334	209
By type and control						
Public research	1,283	58,309	47,780	4,415	3,962	2,154
Standard error		2,092	1,519	445	519	372
Private research	429	74,732	52,709	9,715	7,011	5,297
Standard error		5,813	2,646	2,451	1,262	2,294
Public doctoral 7/	770	55,511	43,636	3,679	6,433	1,763
Standard error		3,428	1,713	489	2,133	364
Private doctoral 8/	216	55,715	47,105	2,037	5,227	1,346
Standard error		4,531	4,868	812	1,279	380
Public comprehensive	1,276	42,965	36,830	2,505	1,918	1,712
Standard error		1,427	1,379	206	161	230
Private comprehensive	653	42,210	32,030	2,514	4,483	3,183
Standard error		4,643	1,058	270	2,496	1,361
Liberal arts	555	32,740	28,769	1,586	916	1,469
Standard error		936	763	131	210	319
Public two-year 9/	849	38,539	32,470	2,943	691	2,435
Standard error		803	633	178	86	377
Other 10/	162	43,618	33,476	2,856	3,455	3,830
Standard error		2,946	1,644	575	834	1,502
Four-year institutions	5,182	51,546	41,540	3,781	3,933	2,292
Standard error		1,043	730	369	423	279
By program area						
Agriculture and home economics	230	43,939	40,827	841	1,414	857
Standard error		1,862	1,669	160	405	360
Business	228	52,008	39,345	4,892	5,264	2,507
Standard error		1,497	1,026	458	1,453	683
Education	485	42,149	34,374	3,922	2,188	1,665
Standard error		925	562	268	421	239
Engineering	184	57,624	45,387	4,955	4,172	3,109
Standard error		2,995	1,163	1,110	815	909
Fine arts	363	39,768	33,534	1,724	2,291	2,219
Standard error		932	509	133	274	571
Health sciences	450	74,968	56,328	6,120	9,431	3,089
Standard error		3,575	2,209	1,559	1,911	1,049
Humanities	1,870	38,787	34,854	2,075	663	1,195
Standard error		717	640	134	77	141
Natural sciences	625	48,620	40,246	3,803	2,293	2,277
Standard error		907	675	232	291	239
Social sciences	348	46,014	37,209	2,802	2,807	3,197
Standard error		2,836	614	299	500	2,129
Other fields	399	44,047	36,711	3,061	2,681	1,594
Standard error		1,254	963	196	402	254

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

8/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

10/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.2--Income for full-time regular faculty with different sources of income, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty with other income from institution 1/				Full-time regular faculty with consulting income 2/				Full-time regular faculty with other outside income 3/			
	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/
All institutions 7/	3,393	52.80	6,795	49,018	2,509	41.66	7,886	58,168	1,792	28.35	8,412	54,735
Standard error		1.30	462	965		0.78	768	1,388		0.86	860	1,247
By type and control												
Public research	621	47.77	9,241	62,148	650	55.11	7,188	66,193	398	31.15	6,914	64,937
Standard error		2.48	809	3,348		2.55	729	2,371		1.23	1,266	1,880
Private research	212	49.71	19,544	82,138	249	61.02	11,490	83,605	144	30.94	17,119	80,730
Standard error		3.29	4,546	5,852		2.99	2,151	7,378		3.19	8,854	11,454
Public doctoral 8/	404	47.67	7,718	53,132	337	45.27	14,210	67,683	201	24.77	7,117	59,146
Standard error		1.77	1,124	3,138		1.84	4,527	6,065		1.96	1,260	4,736
Private doctoral 9/	113	33.28	6,122	50,936	96	50.93	10,264	60,902	63	20.23	6,652	66,734
Standard error		7.20	1,562	3,730		5.53	2,516	5,738		2.98	2,431	11,824
Public comprehensive	679	54.82	4,570	43,288	458	37.87	5,063	45,659	344	28.08	6,075	48,003
Standard error		2.37	364	817		1.66	308	842		2.26	769	1,661
Private comprehensive	414	60.91	4,128	40,939	235	37.69	11,894	50,273	152	24.17	13,169	52,280
Standard error		2.73	402	3,195		2.77	6,219	7,598		2.44	5,435	9,821
Liberal arts	290	51.16	3,099	34,520	180	32.15	2,850	34,764	149	26.14	5,620	36,081
Standard error		3.67	253	1,230		3.26	572	1,565		2.73	1,412	1,753
Public two-year 10/	535	63.04	4,668	39,664	200	23.66	2,921	42,091	252	28.39	8,527	43,959
Standard error		2.13	224	941		1.90	295	1,257		1.58	1,017	1,259
Other 11/	91	54.19	5,271	43,316	84	50.37	6,860	48,319	64	38.51	9,946	51,082
Standard error		5.78	937	3,073		4.15	1,582	4,453		3.69	3,967	5,618
Four-year institutions	2,733	50.42	7,499	52,222	2,205	45.85	8,577	60,789	1,451	27.66	8,279	58,021
Standard error		1.41	608	1,352		0.88	895	1,601		0.98	1,103	1,626
By program area												
Agriculture and home economics	81	32.58	2,582	41,186	80	35.56	3,976	49,995	45	14.45	5,927	47,596
Standard error		5.18	197	3,045		5.03	980	2,932		2.95	3,714	3,932
Business	156	68.03	7,191	54,557	117	50.15	10,496	59,625	68	30.94	8,103	58,145
Standard error		4.46	568	1,923		4.05	2,446	3,429		3.42	1,836	4,445
Education	323	67.29	5,829	43,814	237	47.18	4,637	48,129	119	25.94	6,418	49,542
Standard error		2.67	365	1,352		2.57	758	1,206		2.57	1,101	2,468
Engineering	94	51.15	9,687	60,030	89	51.36	8,123	66,747	48	27.98	11,113	62,862
Standard error		4.29	2,106	3,929		4.21	1,173	5,116		4.04	3,443	4,883
Fine arts	187	49.94	3,452	39,759	200	54.76	4,184	42,547	133	35.74	6,208	44,956
Standard error		2.72	305	958		2.99	490	1,456		2.94	1,588	2,008
Health sciences	140	29.08	21,050	92,080	244	54.91	17,175	83,778	121	25.71	12,012	78,056
Standard error		2.70	3,899	6,752		2.62	3,376	3,599		1.84	4,070	5,709
Humanities	974	51.93	3,995	39,437	655	32.98	2,010	45,108	553	30.18	3,959	44,937
Standard error		1.67	214	1,017		1.75	164	1,303		1.65	450	1,688
Natural sciences	346	55.69	6,829	50,500	229	35.98	6,374	58,056	169	28.95	7,823	57,730
Standard error		1.81	392	1,399		1.61	791	2,063		2.52	700	1,939
Social sciences	199	56.34	4,972	44,808	170	50.48	5,561	54,217	89	25.08	12,748	58,750
Standard error		3.73	400	1,635		3.00	960	5,686		1.91	8,647	10,053
Other fields	233	58.81	5,205	46,790	184	44.93	5,967	53,200	106	26.87	5,932	53,290
Standard error		2.49	315	1,801		2.81	856	2,310		1.20	954	2,849

1/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

2/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

3/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

4/ The proportion of faculty with this type of income.

5/ The mean amount of income received by faculty with this type of income.

6/ The mean total income of faculty with this type of income.

7/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

8/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

10/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

11/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.3--Consulting income for full-time regular faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Full-time regular faculty		Consulting income (in percents)				
	Respondents (unweighted)	Percent	Zero income from consulting	$1 to 749	$750 to 2,499	$2,500 to 9,999	$10,000 or more
All institutions 1/	6,265	100	58.34	12.84	9.78	10.29	8.75
Standard error			0.78	0.49	0.30	0.40	0.54
By type and control							
Public research	1,283	100	44.89	15.65	11.98	15.20	12.28
Standard error			2.55	1.81	1.25	1.41	1.54
Private research	429	100	38.98	13.22	14.60	13.74	19.46
Standard error			2.99	1.18	2.61	1.91	1.94
Public doctoral 2/	770	100	54.73	12.75	10.85	9.60	12.07
Standard error			1.84	0.80	1.19	1.42	2.20
Private doctoral 3/	216	100	49.07	13.49	9.47	11.15	16.83
Standard error			5.53	2.71	2.25	2.67	3.23
Public comprehensive	1,276	100	62.13	13.59	10.11	8.45	5.73
Standard error			1.66	0.85	0.91	1.07	0.59
Private comprehensive	653	100	62.31	12.47	7.58	8.17	9.47
Standard error			2.77	1.81	1.24	1.14	2.55
Liberal arts	555	100	67.85	15.96	5.74	7.93	2.51
Standard error			3.26	1.68	1.49	1.93	1.07
Public two-year 4/	849	100	76.34	7.77	7.13	6.75	2.01
Standard error			1.90	1.37	0.66	0.95	0.45
Other 5/	162	100	49.63	13.05	10.19	16.08	11.04
Standard error			4.15	2.89	3.65	3.22	2.23
Four-year institutions	5,182	100	54.15	14.09	10.43	10.95	10.38
Standard error			0.88	0.45	0.35	0.51	0.65
By program area							
Agriculture and home economics	230	100	64.44	10.41	9.86	9.98	5.31
Standard error			5.03	2.43	2.62	3.72	2.02
Business	228	100	49.85	8.40	11.14	12.94	17.66
Standard error			4.05	2.23	1.66	2.88	2.44
Education	485	100	52.82	19.13	11.83	10.48	5.73
Standard error			2.57	1.66	1.35	1.46	1.09
Engineering	184	100	48.64	6.91	10.25	15.70	18.49
Standard error			4.21	2.12	2.06	1.82	4.18
Fine arts	363	100	45.24	16.71	13.60	17.64	6.80
Standard error			2.99	2.24	1.77	2.05	1.62
Health sciences	450	100	45.09	14.61	12.13	9.24	18.93
Standard error			2.62	2.08	1.50	1.58	2.22
Humanities	1,870	100	67.02	16.03	8.39	7.31	1.25
Standard error			1.75	1.22	0.78	1.34	0.35
Natural sciences	625	100	64.02	11.76	7.81	8.10	8.31
Standard error			1.61	1.38	1.23	0.93	1.13
Social sciences	348	100	49.52	18.27	10.83	13.36	8.02
Standard error			3.00	2.26	1.45	2.02	1.83
Other fields	399	100	55.07	13.33	10.10	13.08	8.43
Standard error			2.81	1.88	1.20	1.97	1.66

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.4--Mean income for part-time regular faculty, by source of income, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding part-time regular faculty (unweighted)	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
		Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
All institutions 6/	1,139	33,841	6,829	465	6,241	20,306
Standard error		1,568	455	77	849	1,316
By type and control						
Public research	103	40,478	16,193	905	8,730	14,650
Standard error		4,968	1,943	326	3,592	3,769
Private research	64	65,449	11,367	272	6,465	47,345
Standard error		21,414	2,040	136	3,002	20,168
Public doctoral 7/	94	34,002	8,749	661	6,884	17,708
Standard error		4,184	2,479	209	2,458	5,752
Private doctoral 8/	36	65,764	10,858	869	26,681	27,355
Standard error		12,943	4,925	732	11,231	8,693
Public comprehensive	238	29,153	7,662	412	6,158	14,920
Standard error		3,321	1,275	193	2,609	2,026
Private comprehensive	109	31,207	5,097	200	4,156	21,755
Standard error		3,786	676	71	1,370	3,415
Liberal arts	113	24,242	5,807	520	3,308	14,606
Standard error		2,749	1,237	177	721	3,497
Public two-year 9/	298	28,131	4,465	428	4,352	18,886
Standard error		1,035	459	99	1,005	1,273
Other 10/	56	39,960	8,004	294	3,954	27,708
Standard error		7,551	1,238	122	2,524	7,771
Four-year institutions	757	39,013	9,025	532	8,529	20,925
Standard error		2,786	738	110	1,615	2,120
By program area						
Agriculture and home economics	--	--	--	--	--	--
Standard error		--	--	--	--	--
Business	34	40,634	6,175	116	7,572	26,771
Standard error		4,676	1,093	56	3,341	4,933
Education	83	25,901	6,298	116	2,787	16,700
Standard error		2,052	985	102	1,432	2,088
Engineering	--	--	--	--	--	--
Standard error		--	--	--	--	--
Fine arts	77	23,549	8,786	666	4,929	9,168
Standard error		2,078	1,538	233	719	1,398
Health sciences	70	66,958	12,557	679	21,855	31,868
Standard error		8,063	2,492	362	6,878	6,619
Humanities	270	15,587	8,736	616	506	5,730
Standard error		878	717	129	174	766
Natural sciences	55	32,089	9,785	829	2,613	18,862
Standard error		4,389	1,504	519	1,216	4,177
Social sciences	38	31,132	6,499	289	3,746	20,597
Standard error		7,207	2,038	219	1,154	8,464
Other fields	81	41,126	6,767	426	8,751	25,183
Standard error		5,441	1,050	267	3,000	6,204

-- Too few cases for a reliable estimate.

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools. Income data could not be reported for a single respondent, representing 123 faculty in the universe.

8/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

10/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.5--Income for part-time regular faculty with different sources of income, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty with other income from institution 1/				Part-time regular faculty with consulting income 2/				Part-time regular faculty with other outside income 3/			
	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/
All institutions 7/	239	19.66	2,363	27,150	370	35.33	17,664	38,454	705	68.38	29,695	39,622
Standard error		2.50	484	4,008		2.11	2,830	2,049		2.44	1,506	1,689
By type and control												
Public research	26	20.78	--	--	43	42.92	20,341	41,408	58	48.18	30,405	45,279
Standard error		5.61	--	--		6.04	8,268	5,749		9.48	5,813	6,098
Private research	16	10.72	--	--	28	44.39	--	--	35	70.84	66,831	80,001
Standard error		8.51	--	--		9.32	--	--		10.03	25,709	25,905
Public doctoral 8/	28	27.76	--	--	30	48.00	--	--	42	54.51	32,487	40,372
Standard error		9.17	--	--		9.32	--	--		10.48	6,691	6,740
Private doctoral 9/	--	--	--	--	18	59.08	--	--	--	--	--	--
Standard error		--	--	--		13.77	--	--		--	--	--
Public comprehensive	37	15.39	2,679	24,208	73	39.63	15,540	34,496	149	64.70	23,061	34,876
Standard error		4.09	717	6,406		7.91	3,754	6,132		6.39	4,625	2,916
Private comprehensive	18	11.84	--	--	43	45.52	9,128	29,492	72	69.08	31,493	37,978
Standard error		3.39	--	--		5.57	3,175	4,112		4.91	4,722	4,899
Liberal arts	29	33.23	--	--	38	42.76	7,737	31,631	69	69.73	20,946	30,431
Standard error		6.90	--	--		6.61	1,366	6,529		7.55	4,874	5,347
Public two-year 10/	57	18.95	2,260	19,304	66	25.10	17,343	30,635	207	70.29	26,869	34,453
Standard error		3.83	830	1,911		3.55	4,341	3,795		3.22	1,480	1,263
Other 11/	14	19.33	--	--	19	39.53	--	--	96	83.22	33,294	41,246
Standard error		9.60	--	--		15.93	--	--		5.98	9,267	9,233
Four-year institutions	161	20.39	2,610	31,300	273	45.03	18,943	41,560	445	64.47	32,458	45,324
Standard error		2.50	405	6,041		3.20	3,265	2,695		3.27	3,141	3,208
By program area												
Agriculture and home economics	9	24.27	--	--	--	--	--	--	13	38.95	--	--
Standard error		13.14	--	--		--	--	--		18.10	--	--
Business	5	8.95	--	--	12	37.96	--	--	22	72.77	--	--
Standard error		4.12	--	--		14.70	--	--		10.76	--	--
Education	18	12.26	--	--	34	34.46	8,087	36,852	57	74.45	22,430	29,302
Standard error		4.93	--	--		6.10	3,950	4,976		7.21	3,603	3,863
Engineering	2	4.34	--	--	--	--	--	--	--	--	--	--
Standard error		4.95	--	--		--	--	--		--	--	--
Fine arts	16	23.63	--	--	51	74.95	6,576	21,911	54	70.41	13,022	27,795
Standard error		6.78	--	--		5.30	976	2,556		10.06	2,497	2,006
Health sciences	12	22.48	--	--	30	49.99	--	--	37	51.46	61,923	86,880
Standard error		7.65	--	--		6.42	--	--		9.68	13,126	10,377
Humanities	71	31.19	1,975	13,853	67	25.01	2,021	18,763	139	56.79	10,090	17,796
Standard error		4.58	480	1,736		3.54	560	2,789		4.13	1,505	1,688
Natural sciences	9	18.74	--	--	15	37.31	--	--	31	63.76	29,584	41,228
Standard error		10.05	--	--		12.16	--	--		8.12	4,317	4,644
Social sciences	4	10.95	--	--	16	37.72	--	--	23	69.72	--	--
Standard error		7.97	--	--		15.74	--	--		6.26	--	--
Other fields	15	23.90	--	--	33	47.59	18,389	39,315	56	73.95	34,052	44,565
Standard error		7.27	--	--		6.38	5,468	6,947		9.41	6,590	6,444

-- Too few cases for a reliable estimate.

1/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

2/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

3/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

4/ The proportion of faculty with this type of income.

5/ The mean amount of income received by faculty with this type of income.

6/ The mean total income of faculty with this type of income.

7/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

8/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

9/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

10/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

11/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.6--Consulting income for part-time regular faculty, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Part-time regular faculty		Consulting income (in percents)				
	Respondents (unweighted)	Percent	Zero income from consulting	$1 to 749	$750 to 2,499	$2,500 to 9,999	$10,000 or more
All institutions 1/	1,139	100	64.67	6.62	5.59	8.27	14.86
Standard error			2.11	1.30	0.76	1.25	1.72
By type and control							
Public research	103	100	57.08	6.31	6.23	7.01	23.38
Standard error			6.04	1.60	3.35	3.31	9.06
Private research	64	100	55.61	5.26	11.12	5.46	22.55
Standard error			9.32	8.06	6.13	4.50	11.92
Public doctoral 2/	94	100	52.00	3.21	10.07	19.79	14.93
Standard error			9.32	1.36	3.83	8.86	6.40
Private doctoral 3/	36	100	40.92	0.07	4.21	11.55	43.25
Standard error			13.77	0.12	3.70	6.94	10.80
Public comprehensive	238	100	60.37	6.53	10.69	7.32	15.08
Standard error			7.91	2.08	3.48	2.41	3.98
Private comprehensive	109	100	54.48	10.81	14.69	11.89	8.13
Standard error			5.57	3.56	5.53	4.37	3.40
Liberal arts	113	100	57.24	7.37	9.14	10.25	16.00
Standard error			6.61	3.08	6.20	4.13	4.36
Public two-year 4/	298	100	74.90	6.24	2.24	5.39	11.22
Standard error			3.55	1.79	0.84	1.82	2.58
Other 5/	56	100	60.47	13.80	2.58	16.73	6.42
Standard error			15.93	10.13	1.81	11.90	4.03
Four-year institutions	757	100	54.97	5.89	9.52	9.78	19.83
Standard error			3.20	1.09	1.62	1.49	2.94
By program area							
Agriculture and home economics	--	--	--	--	--	--	--
Standard error			--	--	--	--	--
Business	34	100	62.04	2.80	2.80	10.79	21.57
Standard error			14.70	3.79	3.76	8.60	10.48
Education	83	100	65.54	8.44	8.22	11.44	6.36
Standard error			6.10	3.62	2.71	4.61	3.50
Engineering	--	--	--	--	--	--	--
Standard error			--	--	--	--	--
Fine arts	77	100	25.05	16.33	17.23	25.74	15.64
Standard error			5.30	5.64	6.79	4.80	3.53
Health sciences	70	100	50.01	1.50	3.78	5.85	38.85
Standard error			6.42	1.31	2.53	6.24	7.36
Humanities	270	100	74.99	12.55	8.26	3.29	0.91
Standard error			3.54	3.03	2.71	1.41	0.61
Natural sciences	55	100	62.69	4.29	2.97	14.78	15.27
Standard error			12.16	5.25	1.57	6.96	9.11
Social sciences	38	100	62.28	4.32	16.03	6.97	10.39
Standard error			15.74	2.93	12.92	5.82	4.06
Other fields	81	100	52.41	3.67	14.81	4.96	24.15
Standard error			6.38	2.20	4.79	2.58	5.48

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools. Income data could not be reported for a single respondent, representing 123 faculty in the universe.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.7--Mean income for full- and part-time regular faculty, by source of income, gender, and academic rank: Fall 1987

Gender and academic rank	Responding regular faculty (unweighted)	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
		Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
Full-time						
All institutions 6/	6,265	48,701	39,439	3,588	3,285	2,389
Standard error		770	552	289	334	209
By gender						
Male	4,556	53,318	42,322	3,996	4,124	2,876
Standard error		958	654	262	445	289
Female	1,709	36,398	31,755	2,501	1,049	1,093
Standard error		624	461	609	129	200
By academic rank						
Professor 7/	2,293	62,182	50,562	3,867	4,966	2,788
Standard error		1,402	969	244	681	523
Associate professor	1,591	50,191	39,446	4,933	3,798	2,014
Standard error		1,527	863	802	509	312
Assistant professor	1,389	40,214	32,580	2,973	2,522	2,138
Standard error		1,056	492	291	866	395
Instructor	564	32,403	27,133	2,204	643	2,423
Standard error		906	806	286	95	361
Lecturer	105	31,171	26,657	1,235	1,162	2,118
Standard error		1,446	1,100	285	396	717
Other ranks 8/	31	45,424	40,332	1,406	974	2,713
Standard error		12,676	14,008	734	855	2,427
Part-time						
All institutions 6/	1,139	33,841	6,829	465	6,241	20,306
Standard error		1,568	455	77	849	1,316
By gender						
Male	580	43,828	6,958	418	7,930	28,523
Standard error		2,773	581	107	1,314	1,976
Female	559	20,977	6,663	525	4,067	9,722
Standard error		1,200	512	92	646	996
By academic rank						
Professor 7/	68	46,641	17,606	547	4,829	23,658
Standard error		6,721	4,339	251	2,354	5,164
Associate professor	57	45,125	14,020	174	10,689	20,242
Standard error		8,422	3,160	138	4,666	7,596
Assistant professor	87	57,698	11,966	323	21,327	24,082
Standard error		9,405	2,468	211	8,744	7,445
Instructor	376	31,665	4,583	439	4,748	21,895
Standard error		1,943	384	101	798	1,733
Lecturer	259	29,386	6,957	437	4,379	17,612
Standard error		2,369	473	163	1,319	1,705
Other ranks 8/	--	--	--	--	--	--
Standard error		--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes distinguished/named professors.

8/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.8--Mean income for full-time regular faculty, by source of income, combined gender and academic rank: Fall 1987

Gender and academic rank	Responding full-time regular faculty (unweighted)	Total earned income	Source of income			
			Basic salary from institution 1/	Other income from institution 2/	Outside consulting income 3/	Other outside income 4/
		Mean 5/	Mean 5/	Mean 5/	Mean 5/	Mean 5/
All institutions 6/	6,265	48,701	39,439	3,588	3,285	2,389
Standard error		770	552	289	334	209
By gender and rank						
Male professors 7/	2,005	64,007	51,555	3,995	5,441	3,016
Standard error		1,427	977	315	745	580
Female professors 7/	288	48,582	43,157	2,916	1,421	1,088
Standard error		1,665	1,436	563	364	140
Male associate professors	1,191	52,741	40,839	4,977	4,523	2,402
Standard error		1,771	958	597	634	355
Female associate professors	400	42,131	35,045	4,792	1,504	790
Standard error		3,374	939	2,696	253	353
Male assistant professors	835	44,173	34,243	3,757	3,451	2,721
Standard error		1,619	682	371	1,312	590
Female assistant professors	554	33,908	29,933	1,725	1,042	1,208
Standard error		1,245	1,203	278	278	338
Male instructors	289	35,469	28,610	2,744	819	3,297
Standard error		1,293	1,129	435	150	642
Female instructors	275	28,489	25,249	1,516	418	1,306
Standard error		830	851	281	102	373
Male lecturers	42	36,449	28,095	1,442	2,377	4,535
Standard error		2,966	1,819	488	866	1,573
Female lecturers	63	27,182	25,570	1,078	243	291
Standard error		1,138	1,253	317	69	156
Male other ranks 8/	--	--	--	--	--	--
Standard error		--	--	--	--	--
Female other ranks 8/	--	--	--	--	--	--
Standard error		--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ Income received from the academic institution, as indicated by the respondent under a category called simply "basic salary."

2/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

3/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

4/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

5/ Based on the total number of full-time regular instructional faculty.

6/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

7/ Includes distinguished/named professors.

8/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.9--Income for full- and part-time regular faculty with different sources of income, by gender and academic rank: Fall 1987

Gender and academic rank	Regular faculty with other income from institution 1/				Regular faculty with consulting income 2/				Regular faculty with other outside income 3/			
	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/	Respondents (unweighted)	Percent of total 4/	Mean 5/	Total earned income 6/
Full-time												
All institutions 7/	3,393	52.80	6,795	49,018	2,509	41.66	7,886	58,168	1,792	28.35	8,412	54,735
Standard error		1.30	462	965		0.78	768	1,388		0.86	860	1,247
By gender												
Male	2,547	54.71	7,304	52,729	1,946	44.28	9,313	63,529	1,418	30.87	9,299	58,803
Standard error		1.50	373	1,089		0.90	966	1,659		1.02	1,065	1,445
Female	846	47.72	5,241	37,678	563	34.65	3,028	39,910	374	21.63	5,040	39,273
Standard error		1.89	1,188	1,396		1.68	343	1,083		1.46	694	995
By academic rank												
Professor 8/	1,214	51.72	7,477	61,074	1,096	51.22	9,695	70,732	779	33.36	8,329	69,660
Standard error		2.05	338	1,470		1.48	1,370	2,434		1.31	1,752	2,878
Associate professor	897	54.17	9,106	51,948	672	46.45	8,175	58,287	412	26.40	7,615	51,956
Standard error		1.85	1,504	2,286		1.38	969	2,130		1.44	1,031	1,674
Assistant professor	760	51.41	5,783	40,626	481	36.21	6,966	46,432	315	22.80	9,376	44,242
Standard error		1.40	519	981		1.42	2,270	2,178		1.89	1,777	2,441
Instructor	286	52.58	4,192	35,597	139	25.89	2,483	34,984	158	28.24	8,580	36,789
Standard error		2.35	459	1,133		2.11	303	1,794		2.58	925	1,229
Lecturer	45	42.12	2,931	31,204	36	37.54	3,094	35,660	29	27.02	--	--
Standard error		6.11	540	2,381		4.38	930	2,689		6.15	--	--
Other ranks 9/	16	53.05	--	--	8	22.06	--	--	7	17.29	--	--
Standard error		11.20	--	--		8.40	--	--		13.11	--	--
Part-time												
All institutions 7/	239	19.66	2,363	27,150	370	35.33	17,664	38,454	705	68.38	29,695	39,622
Standard error		2.50	484	4,008		2.11	2,830	2,049		2.44	1,506	1,689
By gender												
Male	91	14.93	2,798	42,516	182	33.56	23,632	47,441	417	78.23	36,463	47,473
Standard error		2.50	635	7,532		2.72	4,548	3,799		2.73	2,042	2,559
Female	148	25.76	2,038	15,682	188	37.62	10,809	28,130	288	55.70	17,453	25,419
Standard error		4.53	422	1,687		2.21	1,834	3,120		3.29	1,411	1,690
By academic rank												
Professor 8/	15	15.22	--	--	34	35.96	13,428	50,338	31	64.74	36,544	50,992
Standard error		7.65	--	--		10.69	4,350	8,292		8.68	7,127	9,456
Associate professor	13	13.07	--	--	22	49.64	--	--	27	45.50	--	--
Standard error		6.44	--	--		12.22	--	--		10.95	--	--
Assistant professor	18	17.21	--	--	40	52.91	40,305	58,761	39	51.56	46,709	66,962
Standard error		10.32	--	--		11.99	11,479	6,596		10.15	13,499	12,067
Instructor	121	19.97	2,196	23,899	160	30.29	15,673	33,777	391	73.67	29,719	37,809
Standard error		3.06	594	3,315		2.63	3,324	2,941		2.44	2,106	2,177
Lecturer	50	15.59	2,803	27,586	82	40.73	10,751	35,046	163	73.38	24,003	34,742
Standard error		2.96	803	5,166		4.71	3,348	4,393		4.96	2,120	2,832
Other ranks 9/	--	--	--	--	--	--	--	--	--	--	--	--
Standard error		--	--	--		--	--	--		--	--	--

-- Too few cases for a reliable estimate.

1/ Nonmonetary compensation (estimated value) or income provided from the institution for other teaching (e.g., for summer session), administration, research, coaching sports, or any other activities not included in basic salary.

2/ Income received from sources other than the institution for legal or medical services, psychological counseling, outside consulting, consulting business, freelance work, professional performances or exhibitions, speaking fees, or honoraria.

3/ Nonconsulting income received from sources other than the institution, including other academic institutions, self-owned business (other than consulting), royalties, commissions, nonmonetary compensation from other sources, retirement income, grants or research income, or any other employment.

4/ The proportion of faculty with this type of income.

5/ The mean amount of income received by faculty with this type of income.

6/ The mean total income of faculty with this type of income.

7/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

8/ Includes distinguished/named professors.

9/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.3.10--Consulting income for full- and part-time regular faculty, by gender and academic rank: Fall 1987

Type and control of institution, and department program area	Regular faculty		Consulting income (in percents)				
	Respondents (unweighted)	Percent	Zero income from consulting	$1 to 749	$750 to 2,499	$2,500 to 9,999	$10,000 or more
Full-time							
All institutions 1/	6,265	100	58.34	12.84	9.78	10.29	8.75
Standard error			0.78	0.49	0.30	0.40	0.54
By gender							
Male	4,556	100	55.72	11.53	10.19	11.94	10.62
Standard error			0.90	0.49	0.28	0.51	0.61
Female	1,709	100	65.35	16.33	8.68	5.87	3.77
Standard error			1.68	1.23	0.97	0.69	0.65
By academic rank							
Professor 2/	2,293	100	48.78	13.82	10.18	14.56	12.66
Standard error			1.48	1.17	0.69	0.94	0.98
Associate professor	1,591	100	53.55	12.61	11.77	10.48	11.60
Standard error			1.38	1.05	0.76	1.19	1.64
Assistant professor	1,389	100	63.79	14.49	8.23	7.61	5.88
Standard error			1.42	0.72	1.02	0.91	0.93
Instructor	564	100	74.11	9.05	8.74	6.94	1.16
Standard error			2.11	1.55	1.37	1.43	0.50
Lecturer	105	100	62.46	10.16	14.15	9.57	3.66
Standard error			4.38	3.06	3.96	3.45	3.18
Other ranks 3/	31	100	77.94	7.22	6.35	2.98	5.52
Standard error			8.40	4.11	5.75	3.69	5.98
Part-time							
All institutions 1/	1,139	100	64.67	6.62	5.59	8.27	14.86
Standard error			2.11	1.30	0.76	1.25	1.72
By gender							
Male	580	100	66.44	4.92	4.58	6.72	17.33
Standard error			2.72	1.57	1.20	1.11	1.94
Female	559	100	62.38	8.80	6.89	10.25	11.68
Standard error			2.21	2.15	1.78	2.38	2.16
By academic rank							
Professor 2/	68	100	64.04	8.62	3.87	7.98	15.49
Standard error			10.69	2.85	2.41	2.96	7.59
Associate professor	57	100	50.36	3.15	1.62	12.83	32.05
Standard error			12.22	4.63	1.64	6.48	12.54
Assistant professor	87	100	47.09	1.01	6.34	11.74	33.82
Standard error			11.99	0.71	3.39	5.92	12.40
Instructor	576	100	69.71	7.83	5.01	6.44	11.02
Standard error			2.63	1.94	1.10	1.22	1.90
Lecturer	259	100	59.27	8.28	10.19	5.00	17.26
Standard error			4.71	2.85	3.11	1.66	4.98
Other ranks 3/	--	--	--	--	--	--	--
Standard error			--	--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.1--Mean number of hours worked by full-time regular faculty, by type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)	Mean hours at this institution	Mean hours at other paid activities	Mean hours of unpaid professional services
All institutions 1/	6,267	46.45	3.61	2.65
Standard error		0.40	0.12	0.07
By type and control				
Public research	1,284	51.56	3.06	2.40
Standard error		0.66	0.28	0.13
Private research	429	50.24	3.60	2.10
Standard error		1.40	0.55	0.22
Public doctoral 2/	771	49.26	3.19	2.32
Standard error		1.04	0.37	0.11
Private doctoral 3/	216	46.34	4.87	1.53
Standard error		2.15	0.89	0.21
Public comprehensive	1,276	45.63	3.50	3.24
Standard error		0.64	0.28	0.23
Private comprehensive	653	43.67	4.12	2.91
Standard error		0.65	0.53	0.24
Liberal arts	555	46.96	2.97	2.44
Standard error		1.11	0.43	0.25
Public two-year 4/	849	40.03	3.83	3.13
Standard error		0.51	0.37	0.16
Other 5/	162	43.21	4.94	2.19
Standard error		1.50	0.61	0.28
Four-year institutions	5,184	48.13	3.44	2.56
Standard error		0.46	0.14	0.08
By program type				
Agriculture and home economics	230	49.95	2.03	2.45
Standard error		1.08	0.34	0.23
Business	228	45.93	4.73	2.69
Standard error		0.82	0.51	0.32
Education	485	44.67	3.37	4.20
Standard error		0.61	0.40	0.24
Engineering	185	48.95	3.68	2.28
Standard error		0.96	0.42	0.24
Fine arts	363	44.09	5.82	2.80
Standard error		0.62	0.59	0.36
Health sciences	450	51.04	3.84	1.91
Standard error		1.06	0.53	0.18
Humanities	1,870	48.49	1.92	2.52
Standard error		0.61	0.14	0.17
Natural sciences	625	49.16	2.86	2.08
Standard error		0.58	0.30	0.15
Social sciences	349	47.58	3.11	2.73
Standard error		0.85	0.41	0.28
Other fields	399	46.39	3.63	3.25
Standard error		0.98	0.33	0.32

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.2--Mean number of hours worked by part-time regular faculty, by type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding part-time regular faculty (unweighted)	Mean hours at this institution	Mean hours at other paid activities	Mean hours of unpaid professional services
All institutions 1/	1,140	14.01	27.13	2.23
Standard error		0.69	0.71	0.19
By type and control				
Public research	103	23.92	17.73	2.88
Standard error		2.79	2.57	0.49
Private research	64	14.70	33.97	2.49
Standard error		2.45	5.28	1.38
Public doctoral 2/	95	21.07	19.40	2.09
Standard error		2.62	2.88	0.60
Private doctoral 3/	36	14.91	34.99	3.04
Standard error		4.31	4.43	1.04
Public comprehensive	238	17.10	22.93	3.64
Standard error		2.13	3.19	1.23
Private comprehensive	109	11.40	23.96	1.24
Standard error		1.46	2.70	0.26
Liberal arts	113	14.58	20.79	1.79
Standard error		2.65	5.12	0.35
Public two-year 4/	298	11.72	28.31	1.93
Standard error		0.94	1.14	0.28
Other 5/	56	10.73	38.23	1.80
Standard error		1.69	4.52	0.50
Four-year institutions	738	16.69	24.45	2.62
Standard error		1.10	1.58	0.36
By program type				
Agriculture and home economics	--	--	--	--
Standard error		--	--	--
Business	34	11.45	30.18	5.36
Standard error		1.34	5.17	2.82
Education	83	16.34	22.18	2.12
Standard error		2.36	2.70	0.51
Engineering	--	--	--	--
Standard error		--	--	--
Fine arts	77	17.36	18.48	1.92
Standard error		2.00	1.48	0.57
Health sciences	70	17.36	25.47	2.11
Standard error		2.16	3.27	0.70
Humanities	270	22.42	13.45	2.24
Standard error		1.17	1.24	0.32
Natural sciences	55	16.24	23.45	2.01
Standard error		2.93	4.13	0.60
Social sciences	38	15.43	25.33	4.26
Standard error		4.55	6.16	2.17
Other fields	81	13.85	31.27	3.18
Standard error		1.38	3.10	0.68

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.3--Mean number of hours worked by full- and part-time regular faculty, by gender and academic rank: Fall 1987

Gender and academic rank	Responding regular faculty (unweighted)	Mean hours at this institution	Mean hours at other paid activities	Mean hours of unpaid professional services
Full-time				
All institutions 1/	6,267	46.45	3.61	2.65
Standard error		0.40	0.12	0.07
By gender				
Male	4,557	47.23	3.95	2.63
Standard error		0.36	0.12	0.07
Female	1,709	44.39	2.70	3.13
Standard error		0.53	0.28	0.16
By academic rank				
Professor 2/	2,295	47.67	3.53	2.85
Standard error		0.46	0.14	0.12
Associate professor	1,391	48.00	3.53	2.57
Standard error		0.48	0.23	0.13
Assistant professor	1,389	47.86	3.19	2.32
Standard error		0.68	0.22	0.15
Instructor	564	40.40	4.20	2.96
Standard error		0.86	0.34	0.25
Lecturer	105	41.85	3.67	2.40
Standard error		1.91	1.00	0.59
Other 3/	31	41.39	2.14	2.03
Standard error		2.06	1.75	0.95
Part-time				
All institutions 1/	1,140	14.01	27.13	2.23
Standard error		0.69	0.71	0.19
By gender				
Male	580	12.42	33.59	1.87
Standard error		0.59	1.00	0.22
Female	559	15.98	18.83	2.69
Standard error		1.05	0.90	0.34
By academic rank				
Professor 2/	68	19.49	25.25	2.87
Standard error		3.56	4.12	1.23
Associate professor	58	18.01	23.16	2.00
Standard error		3.09	3.44	0.73
Assistant professor	87	19.41	26.07	4.13
Standard error		2.95	4.26	1.55
Instructor	576	11.92	28.33	1.89
Standard error		0.86	0.76	0.23
Lecturer	259	15.54	25.68	2.36
Standard error		0.83	1.72	0.65
Other 3/	--	--	--	--
Standard error		--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.4--Percentage distribution of full-time regular faculty, by time allocation, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)		Percentage of time spent			
			Teaching	Research	Administration	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	6,267	100	55.74	16.08	13.15	15.04
Standard error			0.62	0.42	0.31	0.31
By type and control						
Public research	1,284	100	42.59	29.21	14.16	14.05
Standard error			0.89	1.06	0.44	0.79
Private research	429	100	40.45	29.71	13.66	16.19
Standard error			2.65	2.11	1.03	1.93
Public doctoral 2/	771	100	47.13	21.63	14.29	16.95
Standard error			1.52	1.62	0.92	1.48
Private doctoral 3/	216	100	39.21	27.37	13.08	20.32
Standard error			5.15	3.91	1.76	3.48
Public comprehensive	1,276	100	62.02	10.89	12.96	14.14
Standard error			1.40	0.73	1.02	0.55
Private comprehensive	653	100	62.00	9.24	13.91	14.86
Standard error			1.89	0.62	0.75	1.40
Liberal arts	555	100	64.78	8.39	13.93	12.91
Standard error			1.03	0.86	0.56	0.56
Public two-year 4/	849	100	71.46	3.37	10.45	14.71
Standard error			0.88	0.34	0.84	0.62
Other 5/	162	100	58.83	9.03	15.02	17.11
Standard error			1.51	1.09	1.04	1.65
Four-year institutions	5,184	100	51.69	19.57	13.72	15.03
Standard error			0.68	0.51	0.37	0.35
By program type						
Agriculture and home economics	230	100	45.91	27.65	13.86	12.60
Standard error			4.28	3.61	1.68	0.89
Business	228	100	57.28	16.85	11.51	14.36
Standard error			1.92	1.34	1.02	1.04
Education	485	100	57.84	11.67	16.11	14.42
Standard error			0.87	0.57	0.64	0.99
Engineering	185	100	56.17	21.13	11.29	11.42
Standard error			1.62	1.45	1.24	0.88
Fine arts	363	100	53.96	10.50	12.26	23.27
Standard error			1.12	0.76	0.62	0.83
Health sciences	450	100	33.52	25.03	15.81	25.63
Standard error			1.57	1.91	1.32	1.09
Humanities	1,870	100	61.07	16.55	13.73	8.65
Standard error			0.96	0.69	0.82	0.36
Natural sciences	625	100	55.68	23.93	12.07	8.33
Standard error			1.18	1.03	0.69	0.58
Social sciences	349	100	53.92	21.23	14.10	10.77
Standard error			1.37	1.19	0.81	0.52
Other fields	399	100	57.75	14.38	13.61	14.25
Standard error			1.83	1.46	1.00	1.01

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.5--Percentage distribution of part-time regular faculty, by time allocation, type and control of institution, and department program area: Fall 1987

Type and control of institution, and department program area	Responding part-time regular faculty (unweighted)		Percentage of time spent			
			Teaching	Research	Administration	Other
	Number	Percent	Percent	Percent	Percent	Percent
All institutions 1/	1,139	100	58.98	3.55	3.64	33.86
Standard error			1.28	0.31	0.39	1.48
By type and control						
Public research	103	100	48.58	8.58	8.06	34.83
Standard error			7.88	1.95	2.12	8.76
Private research	64	100	40.31	11.12	6.85	41.73
Standard error			5.94	3.90	5.10	6.45
Public doctoral 2/	94	100	51.72	9.19	4.75	34.31
Standard error			4.80	3.28	1.67	4.61
Private doctoral 3/	36	100	40.60	3.19	4.75	51.48
Standard error			5.31	1.64	2.55	5.70
Public comprehensive	238	100	63.46	4.77	3.22	28.57
Standard error			4.41	1.34	0.44	4.02
Private comprehensive	109	100	55.64	2.39	3.10	38.92
Standard error			3.62	0.63	0.87	2.96
Liberal arts	113	100	61.77	3.71	2.65	31.88
Standard error			5.71	1.02	0.86	5.78
Public two-year 4/	298	100	66.63	1.60	2.95	28.84
Standard error			1.55	0.22	0.45	1.57
Other 5/	56	100	40.96	2.44	2.09	54.51
Standard error			5.54	1.48	1.05	6.77
Four-year institutions	757	100	53.93	5.65	4.44	36.00
Standard error			1.42	0.71	0.84	2.07
By program type						
Agriculture and home economics	--	--	--	--	--	--
Standard error			--	--	--	--
Business	34	100	58.49	5.00	0.95	35.56
Standard error			8.38	3.28	0.32	7.19
Education	83	100	66.58	3.27	6.49	23.68
Standard error			6.13	0.99	3.05	3.83
Engineering	--	--	--	--	--	--
Standard error			--	--	--	--
Fine arts	77	100	47.24	4.33	2.32	46.12
Standard error			4.70	1.31	0.76	6.26
Health sciences	70	100	41.44	5.04	6.49	47.04
Standard error			5.40	1.83	2.17	6.14
Humanities	270	100	73.31	5.19	3.97	17.56
Standard error			1.70	0.49	0.69	1.56
Natural sciences	55	100	59.19	8.87	8.85	23.11
Standard error			4.86	2.40	4.44	7.36
Social sciences	38	100	61.14	6.25	3.20	29.41
Standard error			9.47	1.86	0.83	8.94
Other fields	81	100	47.98	5.79	2.40	43.88
Standard error			4.28	2.16	0.49	3.35

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.

3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.

4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.

5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.6--Percentage distribution of full- and part-time regular faculty, by time allocation, gender and academic rank: Fall 1987

Gender and academic rank	Faculty (unweighted)		Percentage of time spent			
			Teaching	Research	Administration	Other
	Respondents	Percent	Percent	Percent	Percent	Percent
Full-time						
All institutions 1/	6,267	100	55.74	16.08	13.15	15.04
Standard error			0.62	0.42	0.31	0.31
By gender						
Male	4,557	100	53.89	17.70	13.36	15.05
Standard error			0.63	0.48	0.31	0.32
Female	1,709	100	60.71	11.70	12.59	15.01
Standard error			1.08	0.54	0.61	0.79
By academic rank						
Professor 2/	2,295	100	50.63	19.84	16.09	13.45
Standard error			1.11	0.92	0.48	0.42
Associate professor	1,591	100	52.78	18.89	13.28	15.05
Standard error			0.91	0.80	0.35	0.78
Assistant professor	1,389	100	56.04	17.72	10.49	15.75
Standard error			1.03	0.86	0.50	0.62
Instructor	564	100	68.08	5.14	9.77	16.99
Standard error			1.49	0.90	0.96	0.91
Lecturer	105	100	66.40	8.46	9.55	15.60
Standard error			2.56	1.18	1.20	2.05
Other 3/	31	100	42.18	7.64	26.15	24.04
Standard error			8.91	1.93	7.84	6.42
Part-time						
All institutions 1/	1,139	100	58.98	3.55	3.64	33.86
Standard error			1.28	0.31	0.39	1.48
By gender						
Male	580	100	56.88	2.97	3.01	37.16
Standard error			1.80	0.39	0.43	1.98
Female	559	100	61.70	4.29	4.45	29.61
Standard error			1.63	0.62	0.62	1.73
By academic rank						
Professor 2/	68	100	61.12	10.86	8.25	19.75
Standard error			9.25	3.81	3.40	6.29
Associate professor	57	100	36.28	8.84	5.79	49.16
Standard error			8.24	3.10	1.80	10.48
Assistant professor	87	100	40.85	4.00	4.28	50.89
Standard error			6.94	1.31	1.46	6.57
Instructor	576	100	61.99	2.62	2.98	32.44
Standard error			1.70	0.37	0.42	1.92
Lecturer	259	100	62.64	4.57	2.20	30.60
Standard error			3.21	0.68	0.41	2.96
Other 3/	--	--	--	--	--	--
Standard error			--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.4.7--Percentage distribution of full-time regular faculty, by time allocation and by combined gender and academic rank: Fall 1987

Gender and academic rank	Full-time regular faculty (unweighted)		Percentage of time spent			
			Teaching	Research	Administration	Other
	Respondents	Percent	Percent	Percent	Percent	Percent
All institutions 1/	6,267	100	55.74	16.08	13.15	15.04
Standard error			0.62	0.42	0.31	0.31
By gender and rank						
Male professors 2/	2,006	100	49.73	20.44	15.97	13.86
Standard error			1.08	0.93	0.52	0.45
Female professors 2/	288	100	57.55	15.13	17.02	10.35
Standard error			1.89	1.48	1.06	0.80
Male associate professors	1,191	100	52.30	19.68	13.13	14.87
Standard error			0.99	0.82	0.57	0.81
Female associate professors	400	100	54.31	16.39	13.73	15.59
Standard error			1.80	1.63	0.94	1.39
Male assistant professors	835	100	54.10	19.81	10.13	15.95
Standard error			1.56	0.97	0.57	0.64
Female assistant professors	554	100	59.12	14.39	11.07	15.44
Standard error			1.77	1.12	0.88	1.67
Male instructors	289	100	66.70	6.14	9.07	18.06
Standard error			2.18	1.51	0.66	1.16
Female instructors	275	100	69.84	3.87	10.65	15.63
Standard error			2.02	0.55	1.83	1.27
Male lecturers	42	100	62.32	7.78	7.55	22.35
Standard error			4.86	2.27	1.77	4.40
Female lecturers	63	100	69.49	8.98	11.07	10.50
Standard error			4.00	2.20	2.22	1.43
Male other ranks 3/	--	--	--	--	--	--
Standard error			--	--	--	--
Female other ranks 3/	--	--	--	--	--	--
Standard error			--	--	--	--

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

2/ Includes distinguished/named professors.

3/ "Administrator," "preceptor," "faculty," etc., as designated by respondent.

NOTE: Details may not add to total because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Authority I have to make decisions about content of courses		Freedom to do outside consulting		Authority I have to make decisions about what courses I teach		Quality of colleagues in my department/program	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	6,245	95.90	4,825	89.32	6,194	88.09	6,240	84.09
Standard error		0.30		0.70		0.53		0.84
By type and control								
Public research	1,276	95.17	1,006	88.11	1,264	88.62	1,282	83.55
Standard error		0.91		2.39		1.63		1.46
Private research	426	96.07	342	91.67	420	89.59	426	87.49
Standard error		1.68		1.05		2.60		1.22
Public doctoral 3/	769	94.72	608	88.47	765	86.65	771	79.50
Standard error		1.30		1.95		1.87		2.16
Private doctoral 4/	216	99.17	158	89.54	214	93.76	216	85.18
Standard error		0.88		3.82		2.64		4.83
Public comprehensive	1,274	95.16	995	88.16	1,270	84.41	1,275	79.48
Standard error		0.76		0.89		1.11		1.60
Private comprehensive	652	96.49	468	88.16	642	87.67	651	84.67
Standard error		0.94		1.47		1.85		1.74
Liberal arts	553	97.11	402	90.61	550	91.44	553	85.17
Standard error		0.73		2.17		1.46		2.76
Public two-year 5/	848	96.12	646	91.02	839	88.52	837	88.28
Standard error		0.74		1.00		1.35		1.39
Other 6/	161	98.67	147	91.86	161	91.14	159	93.36
Standard error		0.86		2.81		2.61		2.36
Four-year institutions	5,166	95.75	3,979	88.87	5,125	87.88	5,174	82.74
Standard error		0.29		0.78		0.55		0.91
By program area								
Agriculture and home economics	229	97.84	206	92.25	228	89.82	229	84.38
Standard error		1.21		2.52		1.72		2.43
Business	228	94.57	206	84.91	226	83.44	228	79.93
Standard error		1.44		2.99		2.58		3.02
Education	483	94.17	442	89.16	479	83.80	484	84.64
Standard error		0.96		1.19		1.71		2.63
Engineering	185	95.91	177	94.35	184	85.52	185	84.78
Standard error		0.97		1.64		4.37		2.09
Fine arts	363	96.13	322	88.59	358	87.85	361	74.88
Standard error		1.44		1.81		2.19		2.81
Health sciences	439	94.98	390	83.37	425	89.09	450	88.33
Standard error		1.18		3.10		2.07		2.15
Humanities	1,870	96.99	1,093	89.71	1,864	89.15	1,868	82.10
Standard error		0.45		1.20		0.94		1.15
Natural sciences	625	93.80	523	93.24	619	88.45	625	83.96
Standard error		0.97		1.12		0.90		1.89
Social sciences	348	96.54	279	89.55	348	89.50	349	75.72
Standard error		1.22		1.75		1.69		2.78
Other fields	396	98.23	341	90.44	394	87.51	395	81.92
Standard error		0.60		2.21		1.95		2.37

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My job here overall		My job security		Overall reputation of the institution		My work load	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	6,264	85.22	6,209	84.03	6,257	77.57	6,256	72.83
Standard error		0.76		0.83		1.08		0.67
By type and control								
Public research	1,284	85.06	1,274	87.12	1,281	81.12	1,281	76.18
Standard error		1.61		1.47		2.30		1.59
Private research	429	88.21	424	78.84	428	90.85	428	78.76
Standard error		2.91		3.27		2.30		2.91
Public doctoral 3/	771	81.87	765	81.41	769	68.68	770	71.24
Standard error		2.35		2.34		3.46		2.04
Private doctoral 4/	216	85.82	214	81.39	216	80.35	216	80.59
Standard error		4.13		8.07		7.26		3.53
Public comprehensive	1,275	81.72	1,264	83.82	1,275	69.04	1,275	64.84
Standard error		1.45		1.38		2.38		2.09
Private comprehensive	653	84.26	643	84.32	652	74.56	651	66.89
Standard error		2.60		2.46		4.26		2.50
Liberal arts	554	84.80	549	82.26	554	78.25	554	63.84
Standard error		1.73		3.01		2.91		3.40
Public two-year 5/	848	90.30	843	87.25	848	81.80	847	78.92
Standard error		1.27		1.07		2.34		1.43
Other 6/	162	85.27	162	79.11	162	76.34	162	75.85
Standard error		2.02		3.56		3.39		4.52
Four-year institutions	5,182	84.05	5,133	83.55	5,175	76.43	5,175	71.07
Standard error		0.84		1.07		1.18		0.70
By program area								
Agriculture and home economics	230	90.22	229	82.32	230	83.46	230	76.93
Standard error		2.67		3.13		3.89		3.62
Business	228	83.37	225	77.72	228	82.88	228	75.77
Standard error		3.38		3.82		2.20		2.76
Education	484	85.45	481	81.95	485	81.49	483	68.42
Standard error		1.37		2.15		2.73		2.60
Engineering	185	83.97	183	85.64	185	77.04	184	73.17
Standard error		3.87		3.09		3.60		3.99
Fine arts	363	76.37	360	80.15	361	67.65	363	64.53
Standard error		3.12		2.41		3.36		1.92
Health sciences	449	90.42	445	81.43	446	85.08	448	77.16
Standard error		2.13		3.72		2.31		1.96
Humanities	1,870	81.76	1,855	84.90	1,869	71.89	1,869	62.87
Standard error		1.13		0.88		1.67		1.13
Natural sciences	625	81.31	618	84.12	624	70.48	623	71.71
Standard error		1.46		1.32		3.26		2.18
Social sciences	349	82.30	346	88.97	349	66.39	348	65.99
Standard error		2.16		1.73		2.16		2.84
Other fields	399	83.06	391	85.38	398	79.49	399	72.87
Standard error		1.67		1.83		2.12		2.94

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Institutional mission or philosophy		Quality of graduate students whom I have taught here		Authority to make decisions about other aspects of my job		Time available for working with student as advisor, mentor	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	6,188	74.39	3,639	78.95	6,181	75.60	6,182	78.60
Standard error		1.22		1.21		0.80		0.79
By type and control								
Public research	1,253	68.71	1,190	79.26	1,262	78.50	1,261	77.58
Standard error		2.44		1.53		1.64		2.17
Private research	413	78.74	390	85.64	423	81.41	420	83.46
Standard error		2.98		3.63		3.14		2.70
Public doctoral 3/	765	65.11	641	76.48	763	72.46	756	75.83
Standard error		4.11		2.91		1.90		1.76
Private doctoral 4/	213	77.55	165	82.83	214	81.60	214	84.65
Standard error		5.01		6.85		3.55		4.02
Public comprehensive	1,270	67.92	783	71.67	1,262	73.92	1,264	76.91
Standard error		2.27		3.16		1.31		1.18
Private comprehensive	648	81.08	250	75.39	644	76.01	645	80.46
Standard error		2.12		1.81		3.08		2.03
Liberal arts	554	84.89	54	92.49	544	79.42	551	79.31
Standard error		2.61		4.64		2.81		3.07
Public two-year 5/	839	81.66	61	95.03	841	70.20	841	77.94
Standard error		2.65		2.74		1.80		1.35
Other 6/	162	76.05	94	87.39	160	76.40	160	81.96
Standard error		2.93		5.41		4.68		2.80
Four-year institutions	5,116	72.38	3,473	78.20	5,112	76.86	5,111	78.64
Standard error		1.30		1.27		0.77		0.80
By program area								
Agriculture and home economics	228	81.22	185	79.90	229	84.16	229	79.21
Standard error		3.61		3.56		3.24		3.27
Business	225	72.10	162	71.36	224	76.86	224	79.72
Standard error		3.34		4.25		2.98		2.28
Education	481	76.35	396	84.56	482	74.04	480	73.51
Standard error		2.37		1.43		2.19		2.55
Engineering	184	67.45	149	72.30	184	76.49	183	77.19
Standard error		2.60		3.34		2.96		2.95
Fine arts	359	65.70	204	69.45	360	69.20	359	73.49
Standard error		2.73		4.36		2.51		2.38
Health sciences	441	80.71	353	88.78	447	76.98	435	80.19
Standard error		2.49		2.18		1.57		1.91
Humanities	1,843	70.15	1,119	72.51	1,832	77.12	1,844	80.33
Standard error		1.81		1.53		1.46		1.14
Natural sciences	616	67.43	420	74.80	615	78.78	619	80.00
Standard error		3.12		3.10		1.82		2.05
Social sciences	345	62.81	250	70.05	345	76.34	345	75.93
Standard error		2.16		2.96		3.22		1.83
Other fields	394	76.59	235	79.01	394	78.29	393	80.18
Standard error		3.52		2.10		2.63		1.98

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Spouse employment opportunities in this geographic area		Required mix of teaching, service, and administration		Quality of leadership in my department/program		Spirit of cooperation among institution faculty	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	4,068	73.17	6,087	71.55	6,169	69.48	6,241	69.86
Standard error		1.39		0.86		0.78		1.08
By type and control								
Public research	871	67.21	1,265	74.05	1,270	68.80	1,275	70.00
Standard error		3.20		1.70		2.04		2.66
Private research	281	79.25	424	77.11	424	69.59	425	73.05
Standard error		5.31		3.21		2.96		3.52
Public doctoral 3/	519	69.25	762	66.48	763	63.61	766	68.96
Standard error		4.26		2.04		2.12		2.21
Private doctoral 4/	134	73.81	213	79.12	208	65.74	216	66.60
Standard error		7.67		3.06		5.31		6.33
Public comprehensive	824	69.52	1,258	63.52	1,265	65.11	1,273	60.10
Standard error		3.25		2.12		2.12		2.07
Private comprehensive	410	78.37	638	67.24	641	73.90	653	69.11
Standard error		3.25		3.07		2.36		2.06
Liberal arts	350	71.23	545	66.49	532	73.29	553	76.51
Standard error		3.86		3.33		1.95		2.34
Public two-year 5/	539	79.54	762	80.44	842	74.75	847	74.99
Standard error		2.26		2.28		1.94		1.95
Other 6/	101	89.66	156	71.51	157	73.70	161	77.63
Standard error		4.87		3.40		4.37		4.48
Four-year institutions	3,389	71.01	5,105	69.60	5,103	67.97	5,161	68.11
Standard error		1.79		0.96		1.00		1.28
By program area								
Agriculture and home economics	161	74.42	228	76.00	227	69.71	230	79.34
Standard error		4.88		3.81		3.94		2.80
Business	149	68.07	222	68.50	228	69.54	228	59.12
Standard error		4.31		3.70		2.95		3.36
Education	320	76.01	478	66.02	482	67.17	484	63.92
Standard error		3.05		2.33		2.59		2.19
Engineering	124	64.27	183	73.40	184	69.51	184	68.38
Standard error		5.82		3.72		4.22		4.56
Fine arts	228	73.86	360	68.01	356	61.14	362	62.43
Standard error		4.12		3.55		3.22		2.96
Health sciences	284	76.75	444	72.12	444	68.05	448	75.79
Standard error		4.14		1.75		3.16		2.75
Humanities	1,183	69.38	1,837	64.04	1,838	69.47	1,859	68.14
Standard error		1.77		1.53		1.05		1.68
Natural sciences	439	68.41	616	72.21	613	67.36	624	68.76
Standard error		3.52		1.81		2.15		2.55
Social sciences	241	67.19	345	67.05	338	67.98	348	59.86
Standard error		3.76		3.12		2.47		3.55
Other fields	260	69.52	392	70.03	393	69.22	394	68.58
Standard error		3.56		3.00		2.94		2.65

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My benefits, generally		Quality of undergraduates whom I have taught		Quality of faculty leadership		Opportunity for my advancement in rank	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	6,249	76.49	5,897	66.89	6,063	68.36	5,329	69.10
Standard error		0.98		1.00		0.72		1.40
By type and control								
Public research	1,283	77.13	1,175	70.82	1,244	67.71	1,079	72.00
Standard error		2.84		1.96		2.60		2.59
Private research	428	79.72	368	76.84	403	72.95	361	73.37
Standard error		2.65		6.42		2.83		4.27
Public doctoral 3/	769	73.13	713	66.30	758	63.27	671	68.85
Standard error		2.69		3.02		3.09		3.12
Private doctoral 4/	216	79.05	193	76.05	205	76.41	192	73.84
Standard error		4.93		5.58		7.04		4.71
Public comprehensive	1,276	76.33	1,252	59.00	1,256	61.49	1,123	63.97
Standard error		2.29		1.81		1.56		3.26
Private comprehensive	648	66.61	643	67.46	635	62.70	572	71.84
Standard error		3.23		2.56		2.65		1.99
Liberal arts	550	72.45	550	68.96	535	75.15	475	74.41
Standard error		3.50		3.42		2.22		3.74
Public two-year 5/	849	81.05	811	64.87	820	74.69	664	64.39
Standard error		2.06		2.47		2.11		2.41
Other 6/	161	81.81	123	69.09	148	71.71	134	73.65
Standard error		2.05		5.44		4.99		4.42
Four-year institutions	5,170	75.29	4,894	67.34	5,036	66.84	4,473	70.00
Standard error		1.01		0.87		0.87		1.61
By program area								
Agriculture and home economics	230	82.33	223	63.89	227	82.09	211	77.64
Standard error		3.28		4.53		3.36		2.75
Business	228	70.62	219	66.97	221	55.26	205	67.75
Standard error		3.73		3.03		3.77		4.77
Education	485	72.75	427	80.70	470	67.44	430	62.45
Standard error		2.42		3.31		2.26		2.32
Engineering	185	81.61	185	73.43	183	67.26	155	67.57
Standard error		3.47		5.01		4.10		4.06
Fine arts	362	76.88	358	59.08	353	63.22	316	70.55
Standard error		2.23		2.91		4.47		2.12
Health sciences	448	78.79	318	81.28	430	78.00	400	72.81
Standard error		2.11		2.87		2.64		3.76
Humanities	1,862	73.78	1,862	60.25	1,821	66.29	1,578	70.15
Standard error		2.14		1.74		1.37		1.97
Natural sciences	623	73.52	605	62.32	602	61.33	536	70.13
Standard error		2.55		2.30		2.69		2.36
Social sciences	349	71.62	331	58.41	341	58.15	293	72.28
Standard error		2.35		3.62		3.06		4.07
Other fields	398	75.10	366	69.57	388	67.26	349	67.05
Standard error		2.55		2.56		2.46		4.02

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
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5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Availability of support services and equipment		Interdepartmental cooperation at this institution		Teaching assistance that I receive		Quality of union leadership at this institution	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	6,249	59.71	6,169	62.62	4,126	60.48	1,842	61.08
Standard error		1.14		0.87		1.38		2.24
By type and control								
Public research	1,283	61.53	1,262	63.20	1,020	67.99	292	49.82
Standard error		1.41		2.53		1.64		7.30
Private research	424	62.41	422	68.33	337	71.70	--	--
Standard error		3.37		4.75		4.46		--
Public doctoral 3/	769	57.19	756	60.73	573	56.97	143	61.27
Standard error		2.08		2.14		2.95		10.60
Private doctoral 4/	215	59.14	213	56.65	159	71.88	--	--
Standard error		9.45		3.89		6.20		--
Public comprehensive	1,274	50.15	1,262	52.98	868	45.97	628	59.46
Standard error		1.93		2.20		3.38		2.92
Private comprehensive	650	59.35	646	63.68	372	58.24	85	43.37
Standard error		3.19		2.54		3.93		7.30
Liberal arts	554	67.06	548	67.32	268	59.97	88	79.15
Standard error		2.68		4.06		4.22		5.93
Public two-year 5/	847	66.47	841	68.16	393	60.50	552	65.79
Standard error		2.21		1.49		3.12		3.67
Other 6/	162	51.21	154	66.68	108	66.21	--	--
Standard error		5.92		6.44		7.02		--
Four-year institutions	5,169	58.43	5,109	60.95	3,597	60.39	1,251	58.51
Standard error		1.26		1.10		1.47		2.46
By program area								
Agriculture and home economics	230	57.11	229	73.25	180	59.86	59	66.37
Standard error		3.67		1.76		4.37		9.01
Business	228	63.12	225	52.67	183	60.28	49	51.62
Standard error		3.87		3.33		4.10		7.78
Education	484	61.44	478	55.79	361	55.72	128	75.10
Standard error		2.20		1.78		3.47		4.93
Engineering	185	55.47	185	63.98	164	62.99	40	57.24
Standard error		4.07		3.74		3.17		6.29
Fine arts	363	43.63	359	54.59	231	46.57	94	51.81
Standard error		3.13		3.02		3.39		6.69
Health sciences	448	59.72	445	69.47	300	67.56	63	64.90
Standard error		2.61		3.00		3.60		12.38
Humanities	1,863	59.85	1,835	59.18	1,123	54.31	500	66.98
Standard error		1.96		1.77		2.66		2.41
Natural sciences	621	58.47	615	61.62	510	64.55	144	49.33
Standard error		2.01		2.96		2.28		4.54
Social sciences	348	57.32	343	50.89	272	56.43	94	56.56
Standard error		3.84		2.66		3.69		7.52
Other fields	399	60.95	395	62.33	273	59.65	80	52.95
Standard error		2.93		2.78		2.85		4.80

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Quality of chief administrative officers at campus		Relationship between administration and faculty		My salary	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	6,232	57.12	6,233	54.37	6,249	58.25
Standard error		1.08		1.47		1.08
By type and control						
Public research	1,273	53.17	1,272	54.67	1,285	59.97
Standard error		3.61		3.23		2.51
Private research	423	59.04	421	57.77	427	59.49
Standard error		4.33		4.03		4.34
Public doctoral 3/	765	57.94	769	56.32	770	53.68
Standard error		3.33		2.52		3.72
Private doctoral 4/	214	71.59	212	51.43	216	57.97
Standard error		10.17		6.69		10.43
Public comprehensive	1,274	51.71	1,273	50.66	1,276	56.28
Standard error		3.17		3.51		2.1[illegible]
Private comprehensive	651	56.18	650	50.73	647	48.[illegible]
Standard error		2.93		2.68		2.96
Liberal arts	554	64.97	554	62.04	549	53.53
Standard error		4.12		4.70		4.27
Public two-year 5/	846	58.25	848	53.85	848	66.14
Standard error		2.62		2.45		2.11
Other 6/	161	59.73	162	55.17	162	57.68
Standard error		5.83		5.42		4.97
Four-year institutions	5,154	56.66	5,151	54.44	5,170	56.32
Standard error		1.46		1.82		1.21
By program area						
Agriculture and home economics	230	62.73	230	64.83	230	65.48
Standard error		6.05		3.70		4.12
Business	224	59.76	228	60.62	228	53.51
Standard error		4.34		4.11		3.32
Education	484	55.47	480	55.56	485	48.15
Standard error		2.78		2.79		1.87
Engineering	183	56.77	185	54.83	185	67.40
Standard error		4.25		4.41		2.67
Fine arts	362	55.34	360	51.79	362	46.42
Standard error		2.05		2.69		2.81
Health sciences	443	66.28	446	60.49	448	64.09
Standard error		3.32		2.73		3.45
Humanities	1,863	53.17	1,856	48.63	1,863	54.13
Standard error		2.07		2.45		1.92
Natural sciences	621	48.50	620	48.66	622	54.51
Standard error		1.98		2.84		2.08
Social sciences	346	49.20	348	48.94	349	52.56
Standard error		3.29		4.07		2.89
Other fields	398	59.23	398	57.31	398	55.45
Standard error		2.83		3.50		3.80

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.1--Percentage of full-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (concluded)

Type and control of institution, and department program area	Quality of research facilities and support		Research assistance that I receive	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	5,401	53.61	3,783	50.13
Standard error		1.46		1.74
By type and control				
Public research	1,233	65.29	1,028	59.74
Standard error		2.21		2.09
Private research	407	68.53	314	65.80
Standard error		5.11		6.68
Public doctoral 3/	735	54.07	563	48.99
Standard error		2.50		3.98
Private doctoral 4/	211	64.79	170	53.52
Standard error		3.35		5.45
Public comprehensive	1,176	37.48	843	36.38
Standard error		2.86		3.35
Private comprehensive	577	43.00	359	43.27
Standard error		3.77		4.05
Liberal arts	484	51.66	241	45.70
Standard error		3.07		5.00
Public two-year 5/	415	53.28	166	44.14
Standard error		2.94		5.05
Other 6/	132	47.06	85	41.47
Standard error		4.94		6.20
Four-year institutions	4,823	53.99	3,518	50.86
Standard error		1.66		1.79
By program area				
Agriculture and home economics	209	56.30	177	56.21
Standard error		6.16		6.85
Business	213	52.90	178	45.73
Standard error		4.00		4.44
Education	439	49.13	348	45.15
Standard error		3.26		2.19
Engineering	169	46.94	150	52.74
Standard error		3.53		4.32
Fine arts	328	40.29	197	40.34
Standard error		3.50		3.02
Health sciences	421	64.85	327	56.07
Standard error		2.44		3.55
Humanities	1,785	50.39	1,176	46.48
Standard error		1.82		1.70
Natural sciences	575	54.74	420	54.25
Standard error		3.03		3.17
Social sciences	335	51.84	290	51.83
Standard error		2.57		5.31
Other fields	349	52.58	255	47.84
Standard error		3.88		4.54

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table E.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Authority I have to make decisions about content of courses		Freedom to do outside consulting		Authority I have to make decisions about what courses I teach		Quality of colleagues in my department/program	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	1,104	92.54	673	97.18	938	75.94	1,091	90.20
Standard error		0.90		1.10		2.19		1.52
By type and control								
Public research	97	90.70	70	97.87	87	70.69	102	85.86
Standard error		4.16		2.15		6.74		5.38
Private research	64	88.44	42	99.85	55	77.70	61	95.95
Standard error		4.63		0.14		6.78		3.26
Public doctoral 3/	92	83.80	58	96.14	75	87.51	93	89.54
Standard error		7.97		3.25		3.06		3.79
Private doctoral 4/	35	85.59	--	--	--	--	36	100.00
Standard error		7.72		--		--		0.00
Public comprehensive	229	96.34	131	100.00	198	69.23	229	88.35
Standard error		1.11		0.00		5.29		4.53
Private comprehensive	104	91.18	60	98.56	96	83.07	101	90.47
Standard error		4.91		1.54		6.56		5.12
Liberal arts	110	94.39	67	99.45	88	85.44	111	82.05
Standard error		3.88		0.71		5.09		7.46
Public two-year 5/	290	92.95	162	94.27	236	76.16	279	89.58
Standard error		1.42		2.58		4.39		2.55
Other 6/	55	96.75	42	99.80	48	64.75	53	97.02
Standard error		2.84		0.30		12.05		2.65
Four-year institutions	731	91.31	449	99.09	628	77.28	733	89.67
Standard error		1.40		0.35		2.42		1.99
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error		--		--		--	31	98.28
Business	32	97.69	--	--	--	--	--	1.98
Standard error		2.90		--		--		--
Education	78	93.32	43	96.60	59	80.36	79	89.58
Standard error		4.43		3.28		8.86		4.06
Engineering	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Fine arts	76	97.19	51	98.68	65	66.80	76	87.36
Standard error		2.70		1.61		6.09		5.59
Health sciences	60	81.60	45	98.86	55	73.41	70	92.92
Standard error		6.15		1.73		9.06		3.35
Humanities	265	88.70	141	98.07	233	69.95	264	84.99
Standard error		2.22		1.43		5.15		2.62
Natural sciences	53	95.25	40	100.00	46	82.70	52	92.78
Standard error		4.15		0.00		6.89		6.16
Social sciences	38	95.76	--	--	--	--	34	81.41
Standard error		3.07		--		--		15.38
Other fields	80	92.99	52	99.06	73	83.15	77	86.40
Standard error		3.39		1.12		4.40		5.35

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My job here overall		My job security		Overall reputation of the institution		My work load	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	1,132	89.09	939	56.25	1,124	89.47	1,086	86.56
Standard error		0.97		2.61		1.49		1.91
By type and control								
Public research	103	91.38	89	56.55	103	83.30	100	91.59
Standard error		3.94		10.60		6.57		2.99
Private research	64	94.81	55	70.02	64	98.69	62	94.08
Standard error		6.06		13.10		1.39		6.85
Public doctoral 3/	95	79.51	85	55.06	92	89.54	92	91.78
Standard error		8.38		4.70		4.43		3.05
Private doctoral 4/	36	90.95	32	69.80	36	93.45	36	89.81
Standard error		7.23		12.11		9.82		7.49
Public comprehensive	235	85.56	202	40.68	235	89.13	224	82.70
Standard error		1.95		6.91		2.20		3.52
Private comprehensive	109	92.41	78	58.40	107	88.30	102	89.44
Standard error		4.25		8.03		3.93		4.08
Liberal arts	111	84.14	91	56.84	111	77.50	109	88.07
Standard error		3.56		11.53		5.33		5.28
Public two-year 5/	297	91.25	242	59.16	293	92.86	279	86.88
Standard error		1.45		3.77		1.82		3.38
Other 6/	54	79.94	44	39.74	55	78.76	56	70.74
Standard error		10.68		11.31		10.27		11.31
Four-year institutions	753	88.03	632	55.60	748	88.04	725	88.54
Standard error		0.80		3.44		1.60		2.14
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Business	34	100.00	--	--	34	98.99	32	96.95
Standard error		0.00		12.73		1.41		4.02
Education	83	94.20	58	55.82	80	90.48	79	91.72
Standard error		2.80		9.09		6.13		3.76
Engineering	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Fine arts	76	77.97	66	47.16	77	83.89	71	67.70
Standard error		4.74		9.17		3.18		7.36
Health sciences	69	91.71	59	74.56	70	87.09	67	93.81
Standard error		5.72		7.45		4.63		4.07
Humanities	267	74.67	230	35.84	267	84.54	264	82.19
Standard error		3.91		4.65		3.91		3.26
Natural sciences	55	91.98	45	50.66	55	82.15	47	94.81
Standard error		3.22		10.58		7.73		5.63
Social sciences	38	89.81	--	--	37	96.32	37	86.32
Standard error		4.56		--		2.54		6.98
Other fields	81	88.92	75	51.98	78	88.57	78	88.63
Standard error		4.98		7.98		5.61		4.95

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Institutional mission or philosophy		Quality of graduate students whom I have taught here		Authority to make decisions about other aspects of my job		Time available for working with student as advisor, mentor	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	1,077	86.26	335	90.35	847	73.70	902	69.27
Standard error		1.11		2.40		2.36		2.33
By type and control								
Public research	97	72.14	65	87.20	85	70.79	97	81.88
Standard error		5.40		5.28		7.16		4.94
Private research	61	81.93	33	98.94	52	79.96	58	83.42
Standard error		6.40		2.57		7.06		6.77
Public doctoral 3/	89	76.80	--	--	71	70.69	74	57.18
Standard error		8.26		--		10.68		12.19
Private doctoral 4/	34	80.12	--	--	--	--	--	--
Standard error		9.97		--		--		--
Public comprehensive	221	78.87	61	86.50	169	67.35	182	70.97
Standard error		4.05		4.75		6.73		8.55
Private comprehensive	103	85.29	33	90.65	76	75.46	79	74.68
Standard error		3.76		7.23		6.46		5.86
Liberal arts	110	83.59	--	--	81	70.03	86	73.41
Standard error		5.33		--		6.12		8.63
Public two-year 5/	281	91.66	54	87.17	220	77.03	221	68.04
Standard error		1.50		6.32		4.22		4.31
Other 6/	54	91.13	31	88.19	44	55.79	49	59.37
Standard error		5.67		7.65		13.06		11.72
Four-year institutions	715	79.85	246	91.93	561	72.61	606	71.23
Standard error		2.07		1.38		3.05		2.89
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Business	34	100.00	--	--	--	--	--	--
Standard error		0.00		--		--		--
Education	77	91.51	43	91.52	58	83.16	55	75.61
Standard error		4.31		3.98		3.77		6.05
Engineering	--	--	--	--	--	--	--	--
Standard error		11.81		--		--		--
Fine arts	73	72.56	--	--	66	60.53	61	71.66
Standard error		5.50		--		7.78		5.62
Health sciences	69	75.16	36	98.61	52	70.92	59	63.55
Standard error		5.52		1.75		8.94		10.43
Humanities	253	84.02	54	84.62	208	71.61	235	76.92
Standard error		3.49		7.30		5.14		3.92
Natural sciences	52	69.79	--	--	34	64.94	40	90.32
Standard error		8.65		--		15.24		5.49
Social sciences	34	76.80	--	--	--	--	--	--
Standard error		16.36		--		--		--
Other fields	75	82.36	--	--	61	80.71	62	67.30
Standard error		2.75		--		7.07		6.92

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Spouse employment opportunities in this geographic area		Required mix of teaching, service, and administration		Quality of leadership in my department/program		Spirit of cooperation among institution faculty	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	513	80.88	627	84.33	1,105	77.51	1,042	84.54
Standard error		2.66		2.62		1.73		1.66
By type and control								
Public research	54	83.95	78	82.60	101	68.52	96	63.79
Standard error		6.76		5.36		7.33		5.25
Private research	--	--	40	84.59	61	79.52	60	82.05
Standard error		--		6.87		7.96		9.37
Public doctoral 3/	47	72.42	52	83.02	95	67.36	88	66.94
Standard error		10.07		8.12		7.69		9.02
Private doctoral 4/	--	--	--	--	35	89.18	33	94.35
Standard error		--		--		7.55		4.77
Public comprehensive	106	83.85	115	68.88	232	79.72	212	78.87
Standard error		4.38		10.56		1.57		3.02
Private comprehensive	40	99.00	49	87.43	103	83.79	98	82.39
Standard error		0.98		7.02		5.87		5.89
Liberal arts	42	74.80	66	91.78	110	71.15	109	82.98
Standard error		12.20		4.13		6.85		5.12
Public two-year 5/	145	79.09	151	87.73	287	79.01	265	90.86
Standard error		3.60		3.84		2.60		2.37
Other 6/	--	--	38	75.85	54	67.88	54	79.95
Standard error		--		11.87		12.11		10.83
Four-year institutions	327	81.81	418	82.00	737	77.43	696	79.28
Standard error		3.37		3.68		2.13		2.04
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Business	--	--	--	--	33	90.07	--	--
Standard error		--		--		6.60		--
Education	31	78.04	40	81.91	79	81.21	70	86.79
Standard error		10.53		12.35		6.01		6.87
Engineering	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Fine arts	--	--	48	84.96	74	59.07	71	66.10
Standard error		--		5.93		9.00		5.32
Health sciences	--	--	43	76.81	68	78.35	67	76.96
Standard error		--		4.23		10.37		6.20
Humanities	123	76.86	148	83.74	266	75.42	248	72.46
Standard error		6.07		2.71		4.05		4.26
Natural sciences	31	80.33	--	--	53	78.34	52	86.75
Standard error		7.55		--		9.53		7.59
Social sciences	--	--	--	--	37	80.35	33	79.58
Standard error		--		--		13.66		6.92
Other fields	35	91.44	45	87.70	77	75.20	78	82.53
Standard error		7.25		4.85		7.59		4.87

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	My benefits, generally		Quality of undergraduates whom I have taught		Quality of faculty leadership		Opportunity for my advancement in rank	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	789	39.94	1,063	78.28	901	80.28	750	41.05
Standard error		3.56		1.70		2.13		2.91
By type and control								
Public research	87	61.82	95	80.32	93	80.04	80	54.46
Standard error		9.68		7.01		6.29		7.07
Private research	54	42.49	59	64.23	51	83.30	46	45.81
Standard error		14.23		16.87		9.85		15.56
Public doctoral 3/	76	43.30	91	64.99	80	81.62	68	36.03
Standard error		12.03		10.57		6.58		9.11
Private doctoral 4/	--	--	32	89.15	--	--	--	--
Standard error		--		5.83		--		--
Public comprehensive	173	50.55	225	70.39	185	79.10	163	27.65
Standard error		7.03		3.85		7.36		7.15
Private comprehensive	69	34.79	99	77.59	83	77.76	63	54.62
Standard error		7.23		7.87		4.43		9.57
Liberal arts	76	31.07	112	78.88	85	79.98	69	40.88
Standard error		9.63		4.61		4.00		7.31
Public two-year 5/	179	32.80	279	79.92	233	83.15	182	40.33
Standard error		5.60		3.19		3.72		4.40
Other 6/	37	32.43	43	88.79	42	57.95	37	36.49
Standard error		10.64		6.21		15.63		17.81
Four-year institutions	554	46.75	713	75.11	604	80.89	511	41.72
Standard error		3.84		2.77		2.59		3.56
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Business	--	--	31	73.98	--	--	--	--
Standard error		--		12.49		--		--
Education	53	56.77	69	92.84	63	76.71	43	54.52
Standard error		10.28		3.39		9.62		8.93
Engineering	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Fine arts	60	31.10	77	63.41	57	80.79	55	27.03
Standard error		9.40		6.18		7.07		9.95
Health sciences	48	58.74	58	70.47	58	81.36	49	56.69
Standard error		11.75		11.06		10.44		8.63
Humanities	220	39.63	268	73.44	224	74.62	190	33.41
Standard error		4.75		5.98		4.96		5.11
Natural sciences	38	48.91	53	73.28	44	80.03	35	34.38
Standard error		13.34		9.75		7.89		8.19
Social sciences	--	--	35	74.68	--	--	--	--
Standard error		--		14.52		--		--
Other fields	51	26.72	74	82.32	60	78.28	56	31.20
Standard error		9.18		2.99		6.15		8.07

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Availability of support services and equipment		Interdepartmental cooperation at this institution		Teaching assistance that I receive		Quality of union leadership at this institution	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	1,082	68.92	928	73.01	506	73.81	240	74.00
Standard error		2.15		2.74		3.92		4.29
By type and control								
Public research	100	68.23	90	56.95	65	90.83	--	--
Standard error		5.21		5.63		6.00		--
Private research	60	68.99	56	80.97	36	80.45	--	--
Standard error		11.87		9.11		11.76		--
Public doctoral 3/	92	60.22	83	54.99	49	73.30	--	--
Standard error		9.18		7.61		11.13		--
Private doctoral 4/	33	42.00	--	--	--	--	--	--
Standard error		22.65		--		--		--
Public comprehensive	223	70.48	183	71.23	85	73.07	83	80.41
Standard error		5.06		4.25		4.76		6.88
Private comprehensive	101	72.01	85	66.81	41	73.47	--	--
Standard error		6.96		8.78		12.08		--
Liberal arts	109	71.23	99	67.97	48	71.64	--	--
Standard error		8.09		7.93		8.96		--
Public two-year 5/	286	75.35	229	79.45	132	71.49	86	74.31
Standard error		2.90		3.87		6.71		5.95
Other 6/	50	41.17	49	62.12	--	--	--	--
Standard error		16.24		13.26		--		--
Four-year institutions	718	65.95	624	68.38	339	76.89	144	74.83
Standard error		3.19		2.72		3.19		4.75
By program area								
Agriculture and home economics	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Business	31	81.61	--	--	--	--	--	--
Standard error		11.11		--		--		--
Education	79	73.23	63	80.40	33	80.02	--	--
Standard error		8.19		7.68		10.54		--
Engineering	--	--	--	--	--	--	--	--
Standard error		--		--		--		--
Fine arts	69	58.61	65	54.72	--	--	--	--
Standard error		7.20		5.67		--		--
Health sciences	65	57.97	65	59.51	35	84.87	--	--
Standard error		10.10		10.52		9.11		--
Humanities	259	67.35	222	61.76	108	63.69	57	73.51
Standard error		5.13		5.63		6.92		8.51
Natural sciences	53	74.66	42	72.73	--	--	--	--
Standard error		5.10		8.85		--		--
Social sciences	36	62.43	--	--	--	--	--	--
Standard error		11.78		--		--		--
Other fields	77	63.57	71	71.25	44	70.76	--	--
Standard error		9.10		6.42		11.09		--

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (continued)

Type and control of institution, and department program area	Quality of chief administrative officers at campus		Relationship between administration and faculty		My salary	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	1,057	77.06	1,005	71.83	1,110	55.96
Standard error		1.82		2.31		2.88
By type and control						
Public research	97	66.03	92	60.67	98	64.28
Standard error		6.96		6.75		10.34
Private research	59	68.21	56	64.31	64	38.73
Standard error		10.09		8.58		10.69
Public doctoral 3/	88	68.73	82	67.29	94	52.50
Standard error		8.75		8.89		7.27
Private doctoral 4/	32	88.91	33	72.12	33	47.47
Standard error		9.46		8.11		19.97
Public comprehensive	209	64.99	202	66.19	232	56.49
Standard error		4.14		8.97		7.46
Private comprehensive	102	85.76	93	74.43	106	46.94
Standard error		4.73		7.67		6.74
Liberal arts	110	74.54	107	69.78	111	46.40
Standard error		4.17		2.90		5.75
Public two-year 5/	280	80.96	262	76.81	291	63.59
Standard error		3.19		5.26		3.04
Other 6/	53	76.38	51	66.00	54	38.53
Standard error		11.14		15.23		9.70
Four-year institutions	697	73.13	665	67.79	738	51.19
Standard error		2.59		3.12		4.28
By program area						
Agriculture and home economics	--	--	--	--	--	--
Standard error		--		--		--
Business	32	81.13	31	74.80	33	53.42
Standard error		10.68		11.65		13.46
Education	76	80.25	69	79.84	82	58.09
Standard error		6.84		7.28		9.01
Engineering	--	--	--	--	--	--
Standard error		--		--		--
Fine arts	67	61.64	66	57.92	76	47.80
Standard error		6.60		6.91		7.13
Health sciences	66	74.98	66	65.95	63	36.58
Standard error		7.05		6.40		13.75
Humanities	249	64.36	237	62.52	265	45.10
Standard error		6.23		5.96		4.87
Natural sciences	50	77.63	49	71.84	54	69.96
Standard error		6.72		9.15		9.83
Social sciences	31	68.02	--	--	38	71.31
Standard error		18.02		--		7.95
Other fields	77	73.37	75	65.43	77	41.45
Standard error		4.84		8.24		7.23

(continues)

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.2--Percentage of part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by type and control of institution and department program area: Fall 1987 (concluded)

Type and control of institution, and department program area	Quality of research facilities and support		Research assistance that I receive	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
All institutions 2/	565	66.85	240	60.99
Standard error		3.09		4.45
By type and control				
Public research	70	70.62	37	72.45
Standard error		6.87		12.26
Private research	39	65.54	--	--
Standard error		13.98		--
Public doctoral 3/	50	58.66	--	--
Standard error		13.75		--
Private doctoral 4/	--	--	--	--
Standard error		--		--
Public comprehensive	121	51.46	43	35.90
Standard error		5.94		11.98
Private comprehensive	51	54.12	--	--
Standard error		12.37		--
Liberal arts	49	63.25	--	--
Standard error		6.88		--
Public two-year 5/	123	80.97	49	76.08
Standard error		4.25		10.27
Other 6/	--	--	--	--
Standard error		--		--
Four-year institutions	400	61.16	172	55.00
Standard error		3.04		6.68
By program area				
Agriculture and home economics	--	--	--	--
Standard error		--		--
Business	--	--	--	--
Standard error		--		--
Education	35	55.88	--	--
Standard error		14.77		--
Engineering	--	--	--	--
Standard error		--		--
Fine arts	47	66.06	--	--
Standard error		8.83		--
Health sciences	36	66.03	--	--
Standard error		10.65		--
Humanities	165	55.47	60	54.47
Standard error		5.14		12.39
Natural sciences	--	--	--	--
Standard error		--		--
Social sciences	--	--	--	--
Standard error		--		--
Other fields	34	53.07	--	--
Standard error		8.99		--

-- Too few cases for a reliable estimate.

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."
2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
3/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
5/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
6/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987

Gender and tenure status	Authority I have to make decisions about content of courses		Freedom to do outside consulting		Authority I have to make decisions about what courses I teach		Quality of colleagues in my department/program	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time								
All institutions 2/	6,245	95.90	4,825	89.32	6,194	88.09	6,240	84.09
Standard error		0.30		0.70		0.53		0.84
By gender								
Male	4,545	96.49	3,595	89.20	4,518	89.19	4,538	84.57
Standard error		0.33		0.87		0.55		0.79
Female	1,699	94.33	1,229	89.67	1,675	85.12	1,701	82.90
Standard error		0.72		1.36		1.10		1.31
By tenure status								
No tenure system at institution	442	94.24	361	87.06	438	86.87	438	90.94
Standard error		1.46		3.44		2.11		2.81
No tenure system for faculty status/ not on tenure track	509	94.20	369	84.99	482	82.32	515	87.86
Standard error		1.45		2.68		2.09		2.03
On tenure track but not tenured	1,276	95.28	985	85.65	1,274	84.33	1,280	80.96
Standard error		0.56		1.24		1.25		1.46
Tenured	4,016	96.64	3,109	91.56	3,998	90.47	4,005	83.58
Standard error		0.38		0.74		0.56		0.70
Part-time								
All institutions 2/	1,104	92.54	673	97.18	938	75.94	1,091	90.20
Standard error		0.90		1.10		2.19		1.52
By gender								
Male	559	91.67	344	97.86	469	77.76	552	89.92
Standard error		1.78		1.43		3.14		2.48
Female	544	93.64	328	96.23	468	73.69	538	90.53
Standard error		1.13		1.20		3.00		1.71

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	My job here overall		My job security		Overall reputation of the institution		My work load	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time								
All institutions 2/	6,264	85.22	6,209	84.03	6,257	77.57	6,256	72.83
Standard error		0.76		0.83		1.08		0.67
By gender								
Male	4,554	85.80	4,522	86.03	4,548	76.79	4,550	74.99
Standard error		0.76		0.71		1.23		0.82
Female	1,709	83.66	1,686	78.66	1,708	79.61	1,705	67.10
Standard error		1.32		1.79		1.39		1.61
By tenure status								
No tenure system at institution	445	83.43	443	76.35	446	77.77	445	72.03
Standard error		2.32		2.95		2.83		3.34
No tenure system for faculty status/ not on tenure track	516	83.01	486	51.99	516	88.37	512	79.77
Standard error		1.84		3.82		1.68		1.95
On tenure track but not tenured	1,285	81.14	1,277	66.06	1,281	75.07	1,285	68.07
Standard error		1.51		1.88		1.51		1.37
Tenured	4,016	87.32	4,001	96.53	4,012	76.66	4,012	73.54
Standard error		0.72		0.44		1.31		0.88
Part-time								
All institutions 2/	1,132	89.09	939	56.25	1,124	89.47	1,086	86.56
Standard error		0.97		2.61		1.49		1.91
By gender								
Male	574	91.80	471	63.09	571	90.17	546	92.12
Standard error		1.27		3.84		2.27		2.45
Female	557	85.60	467	47.09	552	88.55	539	79.67
Standard error		2.64		3.09		2.21		2.92

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Institutional mission or philosophy		Quality of graduate students whom I have taught here		Authority to make decisions about other aspects of my job		Time available for working with student as advisor, mentor	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time								
All institutions 2/	6,188	74.39	3,639	78.95	6,181	75.60	6,182	78.60
Standard error		1.22		1.21		0.80		0.79
By gender								
Male	4,510	73.33	2,864	78.80	4,508	76.72	4,503	80.29
Standard error		1.17		1.44		0.98		0.85
Female	1,677	77.22	774	79.67	1,672	72.56	1,678	74.05
Standard error		1.87		1.15		1.35		1.46
By tenure status								
No tenure system at institution	439	83.37	87	92.04	435	71.64	442	73.97
Standard error		2.49		2.78		3.25		3.01
No tenure system for faculty status/ not on tenure track	499	79.15	198	92.73	486	78.71	485	80.81
Standard error		2.06		1.76		2.20		2.82
On tenure track but not tenured	1,262	73.07	724	70.44	1,274	75.97	1,270	75.28
Standard error		1.68		2.19		1.00		1.19
Tenured	3,986	72.77	2,628	79.32	3,984	75.55	3,983	80.12
Standard error		1.64		1.28		0.97		0.84
Part-time								
All institutions 2/	1,077	86.26	335	90.35	847	73.70	902	69.27
Standard error		1.11		2.40		2.36		2.33
By gender								
Male	549	85.39	207	90.01	415	78.92	451	70.18
Standard error		1.95		3.07		3.83		3.71
Female	527	87.37	128	91.03	431	67.37	450	68.00
Standard error		1.56		2.31		3.06		3.54

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Spouse employment opportunities in this geographic area		Required mix of teaching, service, and administration		Quality of leadership in my department/program		Spirit of cooperation among institution faculty	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time								
All institutions 2/	4,068	73.17	6,087	71.55	6,169	69.48	6,241	69.86
Standard error		1.39		0.86		0.78		1.08
By gender								
Male	3,195	72.09	4,461	74.14	4,477	71.20	4,538	69.95
Standard error		1.51		0.82		0.80		1.27
Female	872	76.90	1,625	64.39	1,691	65.00	1,702	69.59
Standard error		1.40		2.22		1.29		1.36
By tenure status								
No tenure system at institution	289	82.08	409	72.36	435	72.85	444	77.44
Standard error		3.20		3.01		2.77		2.22
No tenure system for faculty status/ not on tenure track	310	74.81	465	76.58	517	72.65	513	70.61
Standard error		3.47		3.19		2.36		2.42
On tenure track but not tenured	850	66.51	1,273	64.00	1,276	66.04	1,280	66.89
Standard error		2.94		1.56		1.70		1.63
Tenured	2,619	74.04	3,938	73.41	3,939	69.73	4,003	69.67
Standard error		1.42		1.09		0.84		1.29
Part-time								
All institutions 2/	513	80.88	627	84.33	1,105	77.51	1,042	84.54
Standard error		2.66		2.62		1.73		1.66
By gender								
Male	247	80.21	325	84.86	557	79.42	528	85.26
Standard error		3.96		2.99		2.11		2.47
Female	265	82.09	301	83.53	547	75.03	513	83.60
Standard error		2.89		4.05		2.95		1.97

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	My benefits, generally		Quality of undergraduates whom I have taught		Quality of faculty leadership		Opportunity for my advancement in rank	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time								
All institutions 2/	6,249	76.49	5,897	66.89	6,063	68.36	5,329	69.10
Standard error		0.98		1.00		0.72		1.40
By gender								
Male	4,548	75.21	4,276	66.35	4,427	66.34	3,806	72.11
Standard error		1.20		1.12		0.73		1.48
Female	1,700	79.86	1,620	68.37	1,635	73.74	1,523	61.54
Standard error		1.23		1.53		1.68		1.97
By tenure status								
No tenure system at institution	442	78.98	409	65.50	406	75.30	351	58.99
Standard error		2.45		2.39		3.37		3.53
No tenure system for faculty status/ not on tenure track	508	82.32	472	76.02	486	76.85	448	40.57
Standard error		2.23		3.06		2.53		3.53
On tenure track but not tenured	1,283	72.69	1,196	63.08	1,238	66.98	1,253	72.10
Standard error		1.43		1.93		1.33		1.41
Tenured	4,014	76.52	3,818	67.07	3,931	66.50	3,275	74.30
Standard error		1.18		1.15		1.07		1.57
Part-time								
All institutions 2/	789	39.94	1,063	78.28	901	80.28	750	41.05
Standard error		3.56		1.70		2.13		2.91
By gender								
Male	389	45.66	529	79.43	455	77.67	349	49.85
Standard error		5.13		2.41		3.03		4.43
Female	399	32.82	533	76.81	445	83.65	400	30.23
Standard error		3.27		2.24		3.01		3.36

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Availability of support services and equipment		Interdepartmental cooperation at this institution		Teaching assistance that I receive		Quality of union leadership at this institution	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time								
All institutions 2/	6,249	59.71	6,169	62.62	4,126	60.48	1,842	61.08
Standard error		1.14		0.87		1.38		2.24
By gender								
Male	4,541	60.82	4,492	62.91	3,104	62.19	1,259	59.27
Standard error		1.46		1.07		1.33		2.44
Female	1,707	56.72	1,676	61.90	1,021	55.23	583	64.86
Standard error		1.48		1.69		2.53		2.88
By tenure status								
No tenure system at institution	445	62.57	437	72.04	237	56.47	134	58.83
Standard error		3.39		2.64		5.37		6.24
No tenure system for faculty status/ not on tenure track	513	66.17	500	67.39	312	71.96	106	56.59
Standard error		3.47		2.40		3.65		8.35
On tenure track but not tenured	1,283	54.20	1,262	57.30	847	56.63	315	66.69
Standard error		1.50		1.88		1.40		3.55
Tenured	4,006	60.24	3,969	62.35	2,729	60.55	1,287	60.51
Standard error		1.72		0.90		1.53		2.60
Part-time								
All institutions 2/	1,082	68.92	928	73.01	506	73.81	240	74.00
Standard error		2.15		2.74		3.92		4.29
By gender								
Male	538	72.01	465	76.38	279	74.37	116	71.77
Standard error		3.45		3.75		6.30		7.32
Female	543	65.11	462	68.95	227	72.86	124	76.75
Standard error		3.64		3.24		3.74		5.49

(continued)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (continued)

Gender and tenure status	Quality of chief administrative officers at campus		Relationship between administration and faculty		My salary	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time						
All institutions 2/	6,232	57.12	6,233	54.37	6,249	58.25
Standard error		1.08		1.47		1.08
By gender						
Male	4,534	56.91	4,533	55.01	4,545	58.96
Standard error		1.05		1.67		1.21
Female	1,697	57.64	1,699	52.63	1,703	56.43
Standard error		1.88		1.69		1.32
By tenure status						
No tenure system at institution	443	64.17	444	57.69	443	61.19
Standard error		2.88		2.76		3.70
No tenure system for faculty status/ not on tenure track	308	62.85	307	60.09	310	54.03
Standard error		1.91		3.41		1.96
On tenure track but not tenured	1,274	56.67	1,269	54.18	1,282	55.78
Standard error		2.06		2.44		1.86
Tenured	4,005	55.30	4,011	53.00	4,012	59.42
Standard error		1.56		1.92		1.40
Part-time						
All institutions 2/	1,057	77.06	1,005	71.83	1,110	55.96
Standard error		1.82		2.31		2.88
By gender						
Male	547	79.78	515	77.11	558	62.58
Standard error		2.16		2.54		3.58
Female	509	73.42	489	64.78	551	47.45
Standard error		2.76		4.59		3.71

(continues)

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.5.3--Percentage of full- and part-time regular faculty who were somewhat or very satisfied with various dimensions of their job, by gender and tenure status: Fall 1987 (concluded)

Gender and tenure status	Quality of research facilities and support		Research assistance that I receive	
	Respondents (unweighted)	Percent 1/	Respondents (unweighted)	Percent 1/
Full-time				
All institutions 2/	5,401	53.61	3,783	50.13
Standard error		1.46		1.74
By gender				
Male	4,032	55.87	2,894	53.39
Standard error		1.59		1.81
Female	1,368	46.69	888	38.82
Standard error		2.00		2.76
By tenure status				
No tenure system at institution	257	54.13	122	40.99
Standard error		3.81		4.45
No tenure system for faculty status/ not on tenure track	388	57.75	228	39.87
Standard error		3.20		4.02
On tenure track but not tenured	1,200	49.46	853	47.81
Standard error		1.82		2.19
Tenured	3,554	54.62	2,579	52.98
Standard error		1.79		1.95
Part-time				
All institutions 2/	565	66.85	240	60.99
Standard error		3.09		4.45
By gender				
Male	274	63.98	131	67.39
Standard error		4.34		5.72
Female	290	70.19	109	50.08
Standard error		4.26		5.94

1/ Percentage who said "somewhat satisfied" or "very satisfied"; responses were based on a four-point scale of "very dissatisfied," "somewhat dissatisfied," "somewhat satisfied," and "very satisfied."

2/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.1--Percentage of full-time regular faculty with various plans for the future, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding full-time regular faculty (unweighted)	In the next three years: Very likely to retire	Very likely to seek or accept part-time job	Very likely to seek or accept full-time job	Very likely to do one or more of the preceding
	Number	Percent	Percent	Percent	Percent
All institutions 1/	6,268	7.37	4.73	13.96	22.84
Standard error		0.38	0.37	0.78	1.00
By type and control					
Public research	1,285	8.89	2.76	13.91	22.03
Standard error		1.28	0.57	1.52	1.57
Private research	429	3.62	3.34	11.88	16.30
Standard error		0.90	1.15	2.61	2.74
Public doctoral 2/	771	8.09	4.57	16.94	25.98
Standard error		1.42	0.81	2.09	2.55
Private doctoral 3/	216	3.60	10.78	19.30	32.28
Standard error		1.56	3.49	7.36	7.60
Public comprehensive	1,276	9.34	5.19	15.93	26.31
Standard error		1.06	0.86	1.15	1.92
Private comprehensive	653	4.66	3.97	12.60	19.71
Standard error		0.93	1.01	1.74	2.37
Liberal arts	555	6.28	3.29	15.44	22.20
Standard error		0.92	0.87	1.93	1.85
Public two-year 4/	849	7.73	6.49	9.32	20.21
Standard error		0.90	1.22	1.22	1.38
Other 5/	162	6.79	4.44	14.71	23.56
Standard error		2.69	1.72	2.50	3.42
Four-year institutions	5,185	7.37	4.31	14.98	23.45
Standard error		0.52	0.39	0.84	1.18
By program area					
Agriculture and home economics	230	7.11	2.93	12.60	20.44
Standard error		2.20	1.39	2.88	3.29
Business	228	5.83	4.55	24.76	32.36
Standard error		1.33	1.62	3.24	3.81
Education	485	12.61	5.15	15.89	29.40
Standard error		1.73	1.67	1.80	2.65
Engineering	185	11.22	3.16	12.93	24.23
Standard error		3.46	1.65	2.91	4.07
Fine arts	363	9.36	5.58	17.49	27.22
Standard error		1.67	1.15	2.35	3.10
Health sciences	450	6.68	5.35	14.08	22.61
Standard error		1.40	0.97	2.53	2.91
Humanities	1,871	7.42	2.44	13.66	21.32
Standard error		1.09	0.69	0.87	1.47
Natural sciences	625	5.79	2.99	12.74	19.60
Standard error		1.02	0.82	1.85	2.00
Social sciences	349	5.39	6.51	13.04	21.47
Standard error		1.34	2.80	2.10	3.17
Other fields	399	7.76	3.80	16.80	24.35
Standard error		1.63	0.99	2.48	2.59

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.2--Percentage of part-time regular faculty with various plans for the future, by type and control of institution and department program area: Fall 1987

Type and control of institution, and department program area	Responding part-time regular faculty (unweighted)	In the next three years: Very likely to retire	Very likely to seek or accept part-time job	Very likely to seek or accept full-time job	Very likely to do one or more of the preceding
	Number	Percent	Percent	Percent	Percent
All institutions 1/	1,140	6.73	11.26	21.87	32.68
Standard error		1.15	1.63	2.04	2.24
By type and control					
Public research	103	27.26	16.25	20.66	52.03
Standard error		7.67	6.62	5.65	8.37
Private research	64	2.98	8.81	12.16	17.25
Standard error		3.26	11.20	10.55	13.16
Public doctoral 2/	95	2.91	6.84	37.81	42.61
Standard error		1.68	2.69	10.25	9.73
Private doctoral 3/	36	1.47	4.54	11.09	15.06
Standard error		1.15	2.46	7.87	8.72
Public comprehensive	238	5.44	13.62	27.86	34.69
Standard error		2.12	4.73	8.50	9.24
Private comprehensive	109	15.50	9.01	16.35	31.92
Standard error		5.17	3.36	6.72	7.69
Liberal arts	113	15.35	12.94	26.90	40.53
Standard error		5.16	6.08	7.42	7.03
Public two-year 4/	298	3.76	11.22	22.58	31.77
Standard error		1.27	2.29	2.99	4.01
Other 5/	56	4.81	13.86	11.65	29.29
Standard error		4.27	7.26	6.28	8.38
Four-year institutions	758	9.99	10.99	22.51	33.83
Standard error		1.89	2.08	3.82	4.22
By program area					
Agriculture and home economics	--	--	--	--	--
Standard error		--	--	--	--
Business	34	14.22	8.07	18.52	33.71
Standard error		8.64	6.70	9.77	11.45
Education	83	15.72	7.49	17.64	34.91
Standard error		6.85	2.83	7.48	7.85
Engineering	--	--	--	--	--
Standard error		---	--	--	--
Fine arts	77	6.41	22.03	32.23	44.81
Standard error		3.03	6.79	9.13	10.39
Health sciences	70	8.96	4.80	11.44	18.01
Standard error		3.60	2.63	6.15	7.80
Humanities	270	11.03	12.85	36.65	51.09
Standard error		4.18	2.24	4.82	5.34
Natural sciences	55	15.75	3.12	13.48	29.95
Standard error		8.01	2.69	5.69	9.41
Social sciences	38	16.82	19.58	32.13	50.18
Standard error		10.69	12.06	9.09	16.33
Other fields	81	3.75	11.09	24.89	29.57
Standard error		1.65	5.34	8.11	8.78

-- Too few cases for a reliable estimate.

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.
2/ Includes publicly controlled institutions classified by the Carnegie Foundation as specialized medical schools.
3/ Includes privately controlled institutions classified by the Carnegie Foundation as specialized medical schools.
4/ Respondents from private two-year colleges are included only in "all institutions" because of too few cases for a reliable estimate.
5/ Religious and other specialized institutions, except medical, that offer degrees ranging from the bachelor to the doctorate.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Table B.6.3--Percentage of full- and part-time regular faculty with various plans for the future, by tenure status and age: Fall 1987

Tenure status and age	Responding faculty (unweighted)	In the next three years: Very likely to retire	Very likely to seek or accept part-time job	Very likely to seek or accept full-time job	Very likely to do one or more of the preceding
	Number	Percent	Percent	Percent	Percent
Full-time					
All institutions 1/	6,268	7.37	4.73	13.96	22.84
Standard error		0.38	0.37	0.78	1.00
By tenure status					
No tenure system at institution	446	8.08	5.25	16.18	25.66
Standard error		1.99	1.18	3.24	3.03
No tenure system for faculty status/ not on tenure track	517	4.18	5.31	29.14	34.80
Standard error		0.86	1.20	2.57	3.01
On tenure track but not tenured	1,285	0.89	4.99	21.93	25.07
Standard error		0.36	0.70	1.68	1.57
Tenured	4,018	10.14	4.46	8.26	19.66
Standard error		0.59	0.54	0.47	0.90
By age group					
Under 30	96	0.88	4.49	35.62	38.08
Standard error		0.96	2.13	7.07	6.26
30 to 44	2,310	0.58	4.48	21.36	24.46
Standard error		0.16	0.65	1.68	1.65
45 to 54	2,199	2.55	4.23	9.63	13.48
Standard error		0.33	0.49	0.84	0.91
55 to 59	822	10.39	4.63	7.62	18.22
Standard error		1.47	1.03	0.94	1.13
60 to 64	571	32.33	4.56	4.68	36.00
Standard error		2.41	1.18	1.68	2.32
65 or older	258	55.10	11.97	7.56	65.85
Standard error		4.77	4.95	2.81	3.54
Part-time					
All institutions 1/	1,140	6.73	11.26	21.87	32.68
Standard error		1.15	1.63	2.04	2.24
By age group					
Under 30	78	4.95	8.30	48.32	60.75
Standard error		4.94	3.77	9.31	10.12
30 to 44	559	1.78	11.49	27.93	33.07
Standard error		0.67	2.81	3.29	4.45
45 to 54	272	4.76	11.89	14.88	22.93
Standard error		1.92	3.91	2.66	4.09
55 to 59	71	10.51	8.67	12.44	24.76
Standard error		4.45	3.78	4.73	4.76
60 to 64	71	22.26	18.26	3.15	40.24
Standard error		5.87	6.73	2.55	10.36
65 or older	84	47.67	4.97	1.37	51.60
Standard error		8.55	2.98	1.18	8.68

1/ All accredited, nonproprietary U.S. postsecondary institutions that grant a two-year (A.A.) or higher degree and whose accreditation at the higher education level is recognized by the U.S. Department of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, "1988 National Survey of Postsecondary Faculty."

Appendix C: The Survey Questionnaire

UNITED STATES DEPARTMENT OF EDUCATION

OFFICE OF THE ASSISTANT SECRETARY
FOR EDUCATIONAL RESEARCH AND IMPROVEMENT

CENTER FOR EDUCATION STATISTICS
April 1988

Dear Faculty Member:

There is very little current and comprehensive information about higher education faculty in this country. For this reason, the Center for Education Statistics of the U.S. Department of Education is conducting a national survey of faculty in American colleges and universities. This study, which is cosponsored by the National Endowment for the Humanities, is designed to provide reliable and current data for higher-education researchers, as well as planners and policymakers at all levels (institutional and governmental). The Center has contracted with SRI International (formerly Stanford Research Institute) and the Center for the Study of Higher Education at Penn State University to conduct the study.

This National Survey of Postsecondary Faculty (NSOPF) is the most comprehensive study of faculty in postsecondary educational institutions ever undertaken. It will provide national profiles of faculty members regarding their backgrounds, responsibilities, career and retirement plans, compensation, benefits, and attitudes about their jobs and various academic issues. Additionally, information on institutional and departmental characteristics, policies, and practices that affect faculty will be collected from institutional spokespersons and chairpersons of selected departments (or comparable academic units).

You and several of your colleagues at your institution are part of a randomly drawn national sample of instructional faculty who are being asked to contribute to this study. While your participation is voluntary, it is particularly important because this survey will establish a baseline for any future profiles of faculty.

Individual responses and all information which would permit identification of individuals will be kept strictly confidential, in accordance with the provisions of the Family Educational Rights and Privacy Acts of 1976. Responses will be used only in statistical summaries and will not be disclosed to any group or individual.

Please complete this questionnaire as soon as possible and return it directly to SRI in the enclosed business-reply envelope. When the study is completed, the Center will provide your institution with a summary report of the findings. Study reports and data tapes also will be available upon request to researchers who wish to explore the study issues further. If you have any questions or comments concerning this study, please telephone Dr. Susan Russell, Project Director, of SRI International (415-859-4164).

Thank you in advance for your cooperation.

Sincerely,

Emerson J. Elliott, Director

OMB Clearance # 1850-0608
Expiration Date: 7/89

NATIONAL SURVEY OF POSTSECONDARY FACULTY

Faculty Questionnaire

PLEASE NOTE:

Many of our questions ask about your activities during the 1987 Fall Term. By this, we mean whatever academic term was in progress on October 15, 1987.

All questions that ask about your current position or institution refer to your position during the 1987 Fall Term at the institution to which this questionnaire was addressed.

This questionnaire was designed to be completed by both full- and part-time instructional faculty in 2- and 4-year postsecondary institutions of all kinds. Because this is such a diverse group, some of the questions may not be worded quite appropriately for your situation. We would appreciate your tolerance of these difficulties.

1. During the 1987 Fall Term, did you have any instructional duties at this institution (e.g., teaching one or more courses, advising or supervising students' academic activities)?
   (PLEASE CIRCLE ONE NUMBER)

   Yes 1

   No 2

   IF NO, PLEASE STOP HERE AND RETURN THIS PACKET TO SRI IN THE ENCLOSED FRANKED ENVELOPE.

2. During the 1987 Fall Term, were at least some of your instructional duties related to for-credit courses, or were all of your instructional duties related to noncredit courses?
   (PLEASE CIRCLE ONE NUMBER)

   At least some of my instructional duties were related to for-credit courses 1

   All of my instructional duties were related to noncredit courses 2

   IF ALL NONCREDIT, PLEASE STOP HERE AND RETURN THIS PACKET TO SRI IN THE ENCLOSED FRANKED ENVELOPE.

3. During the 1987 Fall Term, were you on sabbatical from another institution?

   Yes 1

   No 2

A. NATURE OF EMPLOYMENT

4. During the 1987 Fall Term, did this institution consider you to be employed here full-time or part-time?

Full-time 1

Part-time 2

5. During the 1987 Fall Term, were you employed only at this institution, or did you also have other employment? *Please include outside consulting or other self-owned business.*

Employed only at this institution . . . . . 1 --> SKIP TO Q.7

Also had other employment or consulting . . 2

6. Other than this institution, in which of the following ways were you employed during the 1987 Fall Term?
(PLEASE CIRCLE "FULL-TIME" OR "PART-TIME" FOR ALL SECTORS THAT APPLY)

Employment sector	TYPE OF EMPLOYMENT: Full-time (35+ hours/week)	Part-time (<35 hours/week)
Consulting, freelance work, or self-owned business in area directly related to my field at this institution	1	2
Consulting, freelance work, or self-owned business in area largely unrelated to my field at this institution	1	2
On staff of another postsecondary educational institution	1	2
On staff of an elementary or secondary school	1	2
On staff of a hospital or other health care/ clinical setting	1	2
On staff of a foundation or other nonprofit organization	1	2
On staff of a for-profit business or industry in the private sector	1	2
On staff of the federal government (including military)	1	2
On staff of a state or local government	1	2
Other (PLEASE SPECIFY BELOW:) _____	1	2

7. Were you chairperson of a department or division at this institution during the 1987 Fall Term?

Yes 1

No 2

8. During the 1987 Fall Term, were you on sabbatical from this institution?

Yes 1

No 2

9. What was your tenure status at this institution during the 1987 Fall Term?

Not applicable: no tenure system at this institution 1

Not applicable: no tenure system for my faculty status 2

Not on tenure track 3

On tenure track but not tenured . . 4

} SKIP TO Q.11

Tenured 5

10. In what year did you achieve tenure at this institution?
(PLEASE GIVE YOUR BEST ESTIMATE IF NOT SURE)

19_____

PLEASE SKIP TO QUESTION 12

11. During the 1987 Fall Term, what was the duration of your contract or appointment at this institution?

One academic term 1

One academic/calendar year 2

Two or more academic/calendar years . 3

Unspecified duration 4

Other (PLEASE SPECIFY BELOW) 5

_____

12. Which of the following best describes your academic rank at this institution during the 1987 Fall Term?
(PLEASE CIRCLE ONE NUMBER)

Not applicable: no ranks designated at this institution . . . . . 0 --> SKIP TO Q.14

Distinguished/Named Professor . . . 1

Professor 2

Associate Professor 3

Assistant Professor 4

Instructor 5

Lecturer 6

Other (PLEASE SPECIFY BELOW) 7

_____

13. In what year did you <u>first</u> achieve this rank?
(PLEASE GIVE YOUR BEST ESTIMATE IF NOT SURE)

19____

14. During the 1987 Fall Term, did you hold any of the following kinds of appointments at this institution?
(PLEASE CIRCLE ALL THAT APPLY)

Acting 1

Affiliate or adjunct 2

Visiting 3

Assigned by religious order 4

No, none of the above 0

15. Have you ever achieved tenure at <u>another</u> institution?
(PLEASE CIRCLE ONE NUMBER AND SPECIFY THE YEAR TENURE FIRST ACHIEVED, IF APPLICABLE)

Yes 1
(YEAR FIRST ACHIEVED: 19____)

No 2

16. What is your principal field or discipline of teaching?
(PLEASE REFER TO THE LIST OF FIELDS OF STUDY ON PAGES 24-25 AND ENTER THE APPROPRIATE CODE NUMBER(S) BELOW)

Field code of my discipline: _____

17. Are any faculty at this institution legally represented by a union (or other association) for purposes of collective bargaining?

Yes 1
No . . . . . 2 } SKIP TO Q.19
Don't know . . . . 9 }

18. Are you a member of the union (or other bargaining association) that represents faculty at this institution?

Yes 1
No 2

B. JOB SATISFACTION ISSUES

19. How satisfied or dissatisfied do *you personally* feel about each of the following aspects of your job at this institution?
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	DISSATISFIED		SATISFIED		Does not apply
	Very	Somewhat	Somewhat	Very	
My work load	1	2	3	4	0
My job security	1	2	3	4	0
The authority I have to make decisions about what courses I teach	1	2	3	4	0
The authority I have to make decisions about content and methods in the courses I teach	1	2	3	4	0
The authority I have to make decisions about other (noninstructional) aspects of my job	1	2	3	4	0
The mix of teaching, research, administration, and service (as applicable) that I am required to do	1	2	3	4	0

(continued)

Satisfaction with your job at this institution: (continued)

	DISSATISFIED		SATISFIED		Does not apply
	Very	Somewhat	Somewhat	Very	
Opportunity for my advancement in rank at this institution	1	2	3	4	0
Time available for working with students as an advisor, mentor, etc.	1	2	3	4	0
Availability of support services and equipment (including clerical support, personal computers, etc.)	1	2	3	4	0
Freedom to do outside consulting	1	2	3	4	0
My salary	1	2	3	4	0
My benefits, generally	1	2	3	4	0
Overall reputation of the institution	1	2	3	4	0
Institutional mission or philosophy	1	2	3	4	0
Quality of leadership in my department/program	1	2	3	4	0
Quality of chief administrative officers at this campus	1	2	3	4	0
Quality of my colleagues in my department/program	1	2	3	4	0
Quality of faculty leadership (e.g., Academic Senate, Faculty Council) at this institution	1	2	3	4	0
Quality of union leadership at this institution	1	2	3	4	0
Relationship between administration and faculty at this institution	1	2	3	4	0
Interdepartmental cooperation at this institution	1	2	3	4	0
Spirit of cooperation among faculty at this institution	1	2	3	4	0
Quality of my research facilities and support	1	2	3	4	0
Quality of undergraduate students whom I have taught here	1	2	3	4	0

(continued)

Satisfaction with your job at this institution: (continued)

	DISSATISFIED		SATISFIED		Does not apply
	Very	Somewhat	Somewhat	Very	
Quality of graduate students whom I have taught here	1	2	3	4	0
Teaching assistance that I receive	1	2	3	4	0
Research assistance that I receive	1	2	3	4	0
Spouse employment opportunities in this geographic area	1	2	3	4	0
My job here, overall	1	2	3	4	0

20. During the next three years, how likely is it that you will leave this job to do the following?
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	Not at all likely	Somewhat likely	Very likely
Retire	1	2	3
Seek or accept a (different) part-time job	1	2	3
Seek or accept a (different) full-time job	1	2	3

21. IF you were to leave this job to accept another position, would you want to do more, less, or about the same amount of each of the following as you currently do?
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	I WOULD WANT TO DO:		
	More of this	Same amount of this as I do now	Less of this
Research	1	2	3
Teaching	1	2	3
Advising students	1	2	3
Service activities	1	2	3
Administration	1	2	3

22. IF you were to leave this job to accept another position, how important would each of the following be in your decision to accept another position?
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	Not important	Somewhat important	Very important
Salary level	1	2	3
Tenure-track/tenured position	1	2	3
Job security	1	2	3
Opportunities for advancement	1	2	3
Benefits	1	2	3
No pressure to publish	1	2	3
Good research facilities and equipment	1	2	3
Good instructional facilities and equipment	1	2	3
Excellent students	1	2	3
Excellent colleagues	1	2	3
Institutional mission or philosophy that is compatible with my own views	1	2	3
Good job for my spouse	1	2	3
Good geographic location	1	2	3
Good housing	1	2	3
Good environment/schools for my children	1	2	3
A full-time position	1	2	3
A part-time position	1	2	3

23. IF you were to leave your current position, how likely is it that you would do so to:
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	Not at all likely	Somewhat likely	Very likely
a. Return to school as a student	1	2	3
b. Accept employment in:			
doctoral granting university or college	1	2	3
other 4-year university or college	1	2	3
2-year postsecondary institution	1	2	3
less than 2-year postsecondary institution	1	2	3
elementary or secondary school	1	2	3
hospital or other health care organization	1	2	3
consulting, self-owned business, freelancing	1	2	3
foundation or other nonprofit organization	1	2	3
private sector for-profit business or industry	1	2	3
federal government (including military)	1	2	3
state or local government	1	2	3

24. At what age do you think you are most likely to stop teaching at a postsecondary institution?
(PLEASE CIRCLE ONE NUMBER)

Under 40 1
40 - 44 2
45 - 49 3
50 - 54 4
55 - 59 5
60 - 64 6
65 - 69 7
70 or older . . 8
Have no idea . . 9

25. At what age do you think you are most likely to retire from paid employment?
(PLEASE CIRCLE ONE NUMBER)

Under 50 1
50 - 54 2
55 - 59 3
60 - 64 4
65 - 69 5
70 or older . . 6
Have no idea . . 9

C. ACADEMIC/PROFESSIONAL BACKGROUND

26. Please list below <u>each collegiate and graduate degree</u> that you hold, the name and location of the institution from which you received it, the year you received it, and the Field Code (**from pages 24-25**) that applies.
Please do <u>not</u> list honorary degrees.
(PLEASE COMPLETE ALL COLUMNS FOR EACH DEGREE)

<u>Codes for type of degree</u>:

1 Certificate, diploma, or degree for completion of undergraduate program of at least 1 year but less than 2 years in length
2 Associate's degree or equivalent
3 Certificate, diploma, or degree for completion of undergraduate program of more than 2 years but less than 4 years in length
4 Bachelor's degree or equivalent
5 Graduate work <u>not</u> resulting in a degree
6 Master's degree or equivalent
7 Doctoral degree (Ph.D., Ed.D., etc.)
8 Professional degree (M.D., D.D.S., L.L.B., etc.)

Degree code	Year received	Field code	Name of institution	City and state/country of institution
_____	19____	____	_____	_____
_____	19____	____	_____	_____
_____	19____	____	_____	_____
_____	19____	____	_____	_____
_____	19____	____	_____	_____
_____	19____	____	_____	_____
_____	19____	____	_____	_____

27. Which of the following undergraduate academic honors or awards, if any, did you receive?
(PLEASE CIRCLE ALL THAT APPLY)

National academic honor society, such as Phi Beta Kappa, Tau Beta Pi, or other field-specific national honor society 1

Cum laude or honors 2

Magna cum laude or high honors 3

Summa cum laude or highest honors 4

Other undergraduate academic achievement award . . 5

None of the above 0

28. When you were in graduate school, which of the following, if any, did you receive?
(PLEASE CIRCLE ALL THAT APPLY)

Doesn't apply: did not attend graduate school . . 0

Teaching assistantship 1

Research assistantship 2

Program or residence hall assistantship 3

Fellowship 4

Scholarship or traineeship 5

Grant 6

G.I. Bill or other veterans' financial aid 7

Loan 8

None of the above 9

29. For each of the jobs that you have held since graduating from college, please indicate in the table below the years that you began and left the job, the employment sector, your primary responsibility, and whether you were employed full-or part-time.

- *Please begin with your current job, and work backward.*
- *Do <u>not</u> list promotions in rank at your current job(s) as different jobs.*
- *Do <u>not</u> include temporary positions or work as a graduate assistant.*
- *Please list <u>each job</u> (other than promotions in rank) separately!*

(PLEASE COMPLETE ALL COLUMNS FOR EACH POSITION; SPECIFY EMPLOYMENT SECTOR AND PRIMARY RESPONSIBILITY CODES FROM THE LISTS ON THE FACING PAGE)

	Years job held		Employment sector	Primary responsibility	Full-time	Part-time
	From	To	(ENTER CODE)	(ENTER CODE)	(CIRCLE ONE)	
CURRENT JOB:	19_____	present	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2
	19_____	19_____	_____	_____	1	2

CODES FOR QUESTION 29

Employment sector codes

01 Graduate-level institution that is not part of a 4-year school (e.g., independent law school)

02 Doctoral granting university or college

03 Other 4-year college or university

04 2-year postsecondary institution

05 Less-than-2-year postsecondary institution

06 Elementary or secondary school

07 Hospital or other health care or clinical setting

08 Consulting, freelance work, or self-owned business in area directly related to my field at this institution

09 Consulting, freelance work, or self-owned business in area largely unrelated to my field at this institution

10 Foundation or other nonprofit organization

11 For-profit business or industry in the private sector

12 Federal government, including military

13 State or local government

14 Other (PLEASE SPECIFY BELOW)

IF YOU HAD MORE THAN ONE JOB IN THE "OTHER" CATEGORY, PLEASE LIST SEPARATELY AND CODE EMPLOYMENT SECTORS AS "14a," "14b," ETC., IN Q.30.

(a)_____

(b)_____

(c)_____

(d)_____

Primary responsibility codes

1 Teaching

2 Administration

3 Technical or research

4 Community/public service

5 Clinical services

6 Other

30. About how many of each of the following have you presented/published/etc. during your entire career and just during the last 2 years? *For publications, please include works that have been accepted for publication.*

(PLEASE GIVE YOUR BEST ESTIMATES IF NOT SURE; IF NONE, CIRCLE "0")

0 No presentations/publications/etc.

	Number in past 2 years	Total during career
Articles or creative works published in refereed professional or trade journals	_____	_____
Articles or creative works published in nonrefereed professional or trade journals	_____	_____
Articles or creative works published in juried popular media	_____	_____
Articles or creative works published in nonjuried popular media or in-house newsletters	_____	_____
Published reviews of books, articles, or creative works	_____	_____
Chapters in edited volumes	_____	_____
Textbooks	_____	_____
Other books	_____	_____
Monographs	_____	_____
Research or technical reports disseminated internally or to clients	_____	_____
Presentations at conferences, workshops, etc.	_____	_____
Exhibitions or performances in the fine or applied arts	_____	_____
Patents or copyrights (excluding thesis or dissertation)	_____	_____
Computer software products	_____	_____

D. INSTITUTIONAL RESPONSIBILITIES AND WORKLOAD

31. During the 1987 Fall Term, how many graduate or undergraduate dissertations or theses, comprehensive exams, or orals committees did you chair or serve on at this institution? *(PLEASE ENTER A NUMBER IN EACH CATEGORY; IF NONE, ENTER "0")*

	Number served on but did not chair	Number chaired
Thesis or dissertation committees	_____	_____
Comprehensive exams or orals committees (other than as part of thesis/dissertation committees)	_____	_____

32. For each for-credit class or section that you taught at this institution during the 1987 Fall Term, please indicate below the number of hours per week that the class met; if the class was team taught, please indicate the average number of hours per week that you personally taught it. Next, please indicate the number and primary level of students enrolled; the class' primary setting; and the number of teaching assistants (TA's), readers, etc., who assisted you with the class.

Please do not include noncredit courses that you taught. Also, please do not include individualized instruction, such as independent study or individual (one-on-one) performance classes.

If you taught multiple sections of the same course, please count them as separate classes, but do not include the lab section of a course as a separate class.

Codes for primary level of students:

1 Lower division students (first or second year) in program leading to associate or bachelor's degree

2 Upper division students (juniors or seniors) in program leading to bachelor's degree

3 Graduate students (post-baccalaureate)

4 Students in program leading to certificate or award other than associate, bachelor's, or graduate degree

5 All other students

6 Any combination of the above

Codes for primary setting:

1 Lecture

2 Seminar, discussion group

3 Lab, clinic

4 Fieldwork, field trips

5 Role playing, simulation, or other performance (e.g., art, music, drama)

6 TV, radio, or other distance media

7 Any combination of the above

8 Other (PLEASE SPECIFY BELOW):

(a)_____

(b)_____

(c)_____

Number of hours per week the class met	IF TEAM TAUGHT: Avg. # hours per week you taught the class	Number of students enrolled	Primary level of students (ENTER CODE)	Primary setting (ENTER CODE)	Number of TA's readers, etc.
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

33. For each type of student listed below, please indicate how many at this institution received individualized instruction from you during the 1987 Fall Term. Also indicate the total number of contact hours per week that you spent providing individualized instruction to each group.
(PLEASE GIVE YOUR BEST ESTIMATES IF NOT SURE; IF NONE, CIRCLE "0")

Provided no individualized instruction 0

Types of students at this institution	INDIVIDUALIZED INSTRUCTION: Number of students	INDIVIDUALIZED INSTRUCTION: Total contact hours per week
Lower division students (first or second year) in program leading to associate or bachelor's degree	_____	_____
Upper division students (juniors, seniors) in program leading to bachelor's degree	_____	_____
Graduate students (post-baccalaureate)	_____	_____
Students in program leading to certificate/award other than associate/bachelor's/graduate degree	_____	_____
All other students	_____	_____

34. During the 1987 Fall Term, were you a principal investigator or project director on any grants or contracts at this institution, including service contracts or internal awards?

Yes 1

No . . . . . 2 —> SKIP TO Q.36

35. For the grants and contracts for which you were a principal investigator (PI) during the 1987 Fall Term, please indicate below, by source, how many you had and their total dollar amount for the 1987-88 academic year.
If you were/are a principal investigator on a multiple-investigator project, please divide the total dollar amount by the number of PIs on the project.
(PLEASE GIVE YOUR BEST ESTIMATE FOR EACH SOURCE; IF NONE, ENTER "0")

Source of funding	Number of grants/contracts	Total funding for the 1987-88 academic year
Federal government	_____	$_____
State or local government	_____	$_____
Foundation or other nonprofit	_____	$_____
For-profit business or industry in the private sector	_____	$_____
This institution	_____	$_____
Other source (PLEASE SPECIFY)		
_____	_____	$_____

36. On the average, how many hours per week did you spend at each of the following kinds of work during the 1987 Fall Term?
(PLEASE GIVE YOUR BEST ESTIMATES IF NOT SURE)

	Average number hours per week during the 1987 Fall Term
All activities at this institution (teaching, research, administration, etc.)	_____
Any other paid activities (e.g,. consulting, working on other jobs)	_____
Unpaid (*pro bono*) professional service activities	_____

37. Please estimate the percentage of your total working hours (i.e., the categories listed in Question 36) that you spent on each of the following activities during the 1987 Fall Term. *(PLEASE GIVE YOUR BEST ESTIMATES IF NOT SURE; IF NONE, ENTER "0")*

Note: The percentages you provide should sum to 100% of the total time you spent on professional activities.

	Percent
Working with student organizations or intramural athletics	_____
Teaching, advising, or supervising students (other than those activities covered in the above category)	_____
Grading papers, preparing courses, developing new curricula, etc.	_____
Administrative activities (including paperwork; staff supervision; serving on in-house committees, such as the academic senate; etc.)	_____
Research; scholarship; preparing or reviewing articles or books; attending or preparing for professional meetings or conferences; etc.	_____
Giving performances or exhibitions in the fine or applied arts, or speeches	_____
Seeking outside funding (including proposal writing)	_____
Taking courses, pursuing an advanced degree	_____
Other professional development activities, such as practice or other activities to remain current in your field	_____
Providing legal or medical services or psychological counseling to clients or patients	_____
Outside consulting or freelance work, working at self-owned business	_____
Paid or unpaid community or public service (civic, religious, etc.)	_____
Other (PLEASE SPECIFY:) _____	_____
_____	_____

We know that this is tedious, but please be sure that the above adds to 100%

E. BENEFITS AND PROFESSIONAL DEVELOPMENT ACTIVITIES

38. During the 1987 Fall Term, were the following employee benefits available to you at this institution?

(PLEASE CIRCLE ONE NUMBER FOR EACH BENEFIT)

	AVAILABLE TO ME		
	Yes	No	Don't know
Free or subsidized wellness or health promotion program (e.g., fitness or smoking cessation program)	1	2	9
Paid maternity leave	1	2	9
Paid paternity leave	1	2	9
Subsidized medical insurance or medical care	1	2	9
Subsidized dental insurance or dental care	1	2	9
Subsidized disability insurance	1	2	9
Subsidized life insurance	1	2	9
Retirement plan to which institution makes contributions	1	2	9
Retirement plan to which you make contributions but the institution does not	1	2	9
Tuition remission/grants at this or other institutions for spouse	1	2	9
Tuition remission/grants at this or other institutions for children	1	2	9
Subsidized child care	1	2	9
Subsidized housing/mortgage	1	2	9

39. Listed below are some ways that institutions and departments may use internal funds for the professional development of faculty members.

- If a professional development activity was not available to you during the 1987 Fall Term, please circle the "Not Available" code
- If an activity was available to you at this institution during the 1987 Fall Term, please indicate how adequate to your needs the funds available for that purpose were.
- If you do not know whether an activity was available to you, please circle the "Don't Know" code.

(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

Institutional or departmental funding for:	NOT available to me	AVAILABLE TO ME: INADEQUATE Very	INADEQUATE Somewhat	ADEQUATE Somewhat	ADEQUATE Very	Don't know if this was available
Tuition remission at this or other institutions	0	1	2	3	4	9
Professional association memberships	0	1	2	3	4	9
Registration fees, etc., for workshops, conferences, etc.	0	1	2	3	4	9
Professional travel	0	1	2	3	4	9
Training to improve research skills	0	1	2	3	4	9
Training to improve teaching skills	0	1	2	3	4	9
Retraining for fields in higher demand	0	1	2	3	4	9
Computer equipment	0	1	2	3	4	9

G. COMPENSATION

Note: Your responses on these and all other items in this questionnaire are STRICTLY CONFIDENTIAL, will be used only in statistical summaries, and will not be disclosed to your institution or to any individual or group. Furthermore, all information that would permit identification of individuals or institutions will be suppressed from the survey files.

40. For the calendar year 1987, please estimate your gross earnings before taxes from each of the sources listed below.

Please do not record any earnings in more than one category.

(PLEASE GIVE YOUR BEST ESTIMATES IF NOT SURE; IF NONE, ENTER "0")

Income from this institution:

Basic salary	$_____
Other teaching at this institution not included in basic salary (e.g., for summer session)	_____
Supplements not included in basic salary (for administration, research, coaching sports, etc.)	_____
Non-monetary compensation (e.g., food, housing, car) *(Please give approximate value)*	_____
Any other income from this institution	_____

Income from other sources:

Employment at another academic institution	_____
Legal or medical services or psychological counseling	_____
Outside consulting, consulting business, or freelance work	_____
Self-owned business (other than consulting)	_____
Professional performances or exhibitions	_____
Speaking fees, honoraria	_____
Royalties or commissions	_____
Any other employment	_____
Non-monetary compensation (e.g., food, housing, car) *(Please give approximate value)*	_____
Other sources of earned income (PLEASE SPECIFY:)	
_____	_____
_____	_____

G. SOCIODEMOGRAPHIC CHARACTERISTICS

41. Your gender:

Male 1
Female 2

42. In what year were you born? 19_____

43. Are you of Hispanic descent--for example, Mexican, Mexican-American, Chicano, Cuban, Puerto Rican, etc.?

Yes 1
No 2

44. What is your race? *(PLEASE CIRCLE ONE NUMBER)*

American Indian, Aleut, Eskimo . . . 1
Asian or Pacific Islander (Japanese, Chinese, Filipino, Asian Indian, Korean, Vietnamese, Hawaiian, Guamanian, Samoan, other Asian) . . 2
Black 3
White 4
Other (PLEASE SPECIFY BELOW) 5

_____

45. What is your current marital status? *(PLEASE CIRCLE ONE NUMBER)*

Single, never married 1
Married 2
Separated 3
Divorced 4
Widowed 5

46. Of what country are you currently a citizen?

USA 1
Other (PLEASE SPECIFY BELOW) . . 2

_____

47. What is the highest level of formal education completed by your mother, your father, and your spouse? *(PLEASE CIRCLE ONE NUMBER FOR EACH PERSON)*

	Mother	Father	Spouse
Don't know/not applicable	0	0	0
Less than high school	1	1	1
High school diploma	2	2	2
Some college	3	3	3
Associate degree	4	4	4
Bachelor's degree	5	5	5
Master's degree	6	6	6
Doctorate or professional degree (e.g., PhD, MD, DVM, JD/LLB)	7	7	7
Other (PLEASE SPECIFY BELOW)	8	8	8

_____

H. ACADEMIC INTERESTS AND VALUES

48. Please indicate the extent to which you agree or disagree with each of the following statements. *(PLEASE CIRCLE ONE NUMBER FOR EACH STATEMENT)*

	DISAGREE		AGREE	
	Strongly	Somewhat	Somewhat	Strongly
General issues:				
It is important for faculty to participate in governing their institutions.	1	2	3	4
Faculty promotions should be based at least in part on formal evaluations by students.	1	2	3	4
The tenure system in higher education should be preserved.	1	2	3	4
Teaching effectiveness should be the primary criterion for promotion of college faculty.	1	2	3	4
Research/publications should be the primary criterion for promotion of college faculty.	1	2	3	4
Faculty should be free to present in class any idea they consider relevant.	1	2	3	4
Collective bargaining is likely to bring overall higher salaries and improved benefits for faculty.	1	2	3	4

(continued)

	DISAGREE		AGREE		
	Strongly	Somewhat	Somewhat	Strongly	
Private consulting in areas directly related to a faculty member's field of research or teaching should be restricted.	1	2	3	4	
It is important to encourage students to consider a career in higher education.	1	2	3	4	
Institutional Issues:					
The administrative function is taking an increasingly heavy share of available resources at this institution.	1	2	3	4	
At this institution, research is rewarded more than teaching.	1	2	3	4	Does not apply 0
Female faculty members are treated fairly at this institution.	1	2	3	4	0
Faculty who are members of racial or ethnic minorities are treated fairly at this institution.	1	2	3	4	0

49. Please indicate *your opinion* regarding whether each of the following has worsened, improved, or stayed the same in recent years.
(PLEASE CIRCLE ONE NUMBER FOR EACH ITEM)

	Worsened	Stayed the same	Improved	Have no idea
The quality of undergraduate students in higher education	1	2	3	9
The quality of graduate students in my field	1	2	3	9
The quality of students who choose to pursue academic careers in my field	1	2	3	9
The opportunities junior faculty have for advancement in my field	1	2	3	9
The professional competence of individuals entering my academic field	1	2	3	9
Respect for the academic profession, generally	1	2	3	9

THANK YOU VERY MUCH FOR YOUR PARTICIPATION

Please return this completed questionnaire in the enclosed franked envelope to:
National Survey of Postsecondary Faculty
SRI International, P.O. Box 2124, Menlo Park, CA 94025-2124
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CODES FOR MAJOR FIELDS OF STUDY AND ACADEMIC DISCIPLINES

	AGRICULTURE
001	Agribusiness & Agricultural Production
002	Agricultural, Animal, Food, & Plant Sciences
003	Renewable Natural Resources, including Conservation, Fishing, & Forestry
004	Other Agriculture
	ARCHITECTURE & ENVIRONMENTAL DESIGN
005	Architecture & Environmental Design
006	City, Community, & Regional Planning
007	Interior Design
008	Land Use Management and Reclamation
009	Other Arch. & Environmental Design
	ART
010	Art History and Appreciation
011	Crafts
012	Dance
013	Design (other than Arch. or Interior)
014	Dramatic Arts
015	Film Arts
016	Fine Arts
017	Music
018	Music History and Appreciation
019	Other Visual & Performing Arts
	BUSINESS
020	Accounting
021	Banking & Finance
022	Business Administration & Management
023	Business Administrative Support (e.g., Bookkeeping, Office Management, Secretarial)
024	Human Resources Development
025	Organizational Behavior
026	Marketing & Distribution
027	Other Business
	COMMUNICATIONS
028	Advertising
029	Broadcasting and Journalism
030	Communications Research
031	Communication Technologies
032	Other Communications
	COMPUTER SCIENCE
033	Computer & Information Sciences
034	Computer Programming
035	Data Processing
036	Systems Analysis
037	Other Computer Science
	EDUCATION
038	Education, General
039	Basic Skills
040	Bilingual/Cross-cultural education
041	Curriculum & Instruction
042	Education Administration
043	Education Evaluation and Research
044	Educational Psychology
045	Special Education
046	Student Counseling & Personnel Svcs.
047	Other Education
	Teacher Education
048	Pre-Elementary
049	Elementary
050	Secondary
051	Adult & Continuing
052	Other General Teacher Ed. Programs
053	Teacher Education in Specific Subjects
	ENGINEERING
054	Engineering, General
055	Civil Engineering
056	Electrical, Electronics, & Communication Engineering
057	Mechanical Engineering
058	Other Engineering
059	Engineering-Related Technologies
	ENGLISH AND LITERATURE
060	English, General
061	Composition and Creative Writing
062	American Literature
063	English Literature
064	Linguistics
065	Speech, Debate, & Forensics
066	English as a Second Language
067	English, Other
	FOREIGN LANGUAGES
068	Chinese (Mandarin, Cantonese, or Other Chinese)
069	French
070	German
071	Italian
072	Latin
073	Japanese
074	Other Asian
075	Russian or Other Slavic
076	Spanish
077	Other Foreign Languages

CODES FOR MAJOR FIELDS OF STUDY AND ACADEMIC DISCIPLINES (continued)

HEALTH SCIENCES
078 Allied Health Technologies & Services
079 Dentistry
080 Health Services Administration
081 Medicine, including Psychiatry
082 Nursing
083 Pharmacy
084 Public Health
085 Veterinary Medicine
086 Other Health Sciences

087 HOME ECONOMICS

088 INDUSTRIAL ARTS

089 LAW

090 LIBRARY & ARCHIVAL SCIENCES

NATURAL SCIENCES
091 Life or Physical Sciences, General
092 Astronomy
093 Biology
094 Botany
095 Chemistry
096 Geological Sciences
097 Physics
098 Physiology
099 Zoology
100 Other Natural Sciences

101 MATHEMATICS & STATISTICS

102 MILITARY STUDIES

103 MULTI/INTERDISCIPLINARY STUDIES

104 PARKS & RECREATION

105 PHILOSOPHY, RELIGION, & THEOLOGY

106 PSYCHOLOGY

107 PROTECTIVE SERVICES (e.g., Criminal Justice, Fire Protection)

108 PUBLIC AFFAIRS (e.g., Community Services, Public Administration, Public Works, Social Work)

109 SCIENCE TECHNOLOGIES

SOCIAL SCIENCES
110 Social Sciences, General
111 Anthropology
112 Archeology
113 Area & Ethnic Studies
114 Demography
115 Economics
116 Geography
117 History
118 International Relations
119 Political Science & Government
120 Sociology
121 Other Social Sciences

VOCATIONAL TRAINING

Construction Trades
122 Carpentry
123 Electrician
124 Plumbing
125 Other Construction Trades

Consumer, Personal, & Misc. Services
126 Personal Services (e.g., Barbering, Cosmetology)
127 Other Consumer Services

Mechanics and Repairers
128 Electrical & Electronics Equipment Repair
129 Heating, Air Conditioning, & Refrigeration Mechanics & Repairers
130 Vehicle & Mobile Equipment Mechanics & Repairers
131 Other Mechanics and Repairers

Precision Production
132 Drafting
133 Graphic & Print Communications
134 Leatherworking and Upholstering
135 Precision Metal Work
136 Woodworking
137 Other Precision Production Work

Transportation and Material Moving
138 Air Transportation (e.g., Piloting, Traffic Control, Flight Attendance, Aviation Management)
139 Land Vehicle & Equipment Operation
140 Water Transportation (e.g., Boat and Fishing Operations, Deep Water Diving, Marina Operations, Sailors and Deckhands)
141 Other Transportation and Material Moving

999 OTHER

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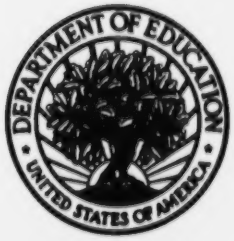
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UNITED STATES OF AMERICA